

Strained alliance

France and Germany
at odds on Europe
Page 16

Hot air debate

Should we worry about
global warming?
Page 14

Today's surveys

Poland
Scotland
Separate sections

TOMORROW'S
Weekend FT
Beware of the
sickly Russian Bear

FINANCIAL TIMES

Europe's Business Newspaper

FRIDAY MARCH 18 1994

BMW stays ahead of car industry rivals in Germany

BMW has once again proved the leading light of the German automotive industry. On the strength of a DM516m (\$283m) net profit last year, and an unchanged dividend, the Munich-based carmaker plans to raise about DM800m through a rights issue. Daimler-Benz managed a net return of only DM600m, compared with DM1,450m last time, and the troubled Volkswagen group came in as expected with a DM1.9bn loss, but maintained its DM2 payout as an indicator that it was on the road to recovery. Page 17

Russian mayor forced out: Victor Cherepkov, mayor of Vladivostok, was removed from office by riot police in a move that brings to the surface disputes over reform policies in a city where the growth of a free market has been more marked than any other in Russia. Page 16

First woman general in German history: Colonel Verena von Weymar (left) of the German Air Force, will on April 1 become the first female general in German history, having been chosen by defence minister Volker Rühle. Meanwhile it was announced that for the first time Russia will hold large-scale naval manoeuvres with Germany, Britain, the Netherlands, Norway, the US, off the Norwegian coast from March 21.

MoDo, one of Sweden's leading forestry groups, signalled a long-awaited return in the forestry cycle when it announced a sharply reduced loss for 1993 and predicted a strong return to the black this year. Page 18

LVMH, French luxury goods group, announced a 19 per cent increase in net profits to FF3.57bn (\$590m) for 1993 and forecast strong earnings growth in 1994. Page 17

London hampered over planning: London's position as a world city has been weakened by the absence of a single planning authority for the central business district, according to property agents Hillier Parker. Page 9

Reed Elsevier, Anglo-Dutch information and publishing group, celebrated its first year as a combined operation with a 30 per cent increase in pre-tax profits to £534m (\$779m) but the City marked down the shares of both partners, after they warned of difficult conditions ahead. Page 17; Lex, Page 16

Pere's calls for removal of settlers: Israeli foreign minister Shimon Peres added his voice to the chorus of ministers calling for the evacuation of all Jewish settlers from Hebron, as new evidence emerged that Baruch Goldstein may have been aided by a second settler in carrying out last month's Hebron massacre. Page 6

Chemicals upturn: Firm signs of recovery after a four-year slump in the German chemicals industry emerged as BASF reported improved earnings and sales in the first two months of the year. Page 17

Artificial 'bone' created: UK scientists have made and tested a replacement bone material which knits cleanly together with real bone and could most importantly be used in hip replacements. Page 9

Japanese spending falls: Japan's difficulties in reviving flagging consumer demand were underlined by figures showing that Japanese households spent on average 0.6 per cent less in real terms last year than in 1992 - the first annual decline in household spending for 12 years. Page 7

'War' warnings: An unprecedented liberation war lies ahead if the South African government crushes opposition to April's all-race elections, Chief Mangosuthu Buthelezi, leader of the Zulu-based Inkatha Freedom party, warned. Page 6

Compromise sought on technology bill: Controversial US legislation to speed the development of new manufacturing technologies and an "information superhighway" looked set to be sent to a House-Senate conference for a compromise to be thrashed out. Page 6

Counter attractions: Counterweights at the base of the 14th-century marble Tower of Pisa have not only stopped its leaning but have actually begun to reverse the process. As a result, visitors may be allowed to climb its 294 steps again.

STOCK MARKET INDICES		STERLING	
FT-SE 100	3,252.7 (+12.8)	New York: Dow Jones	5,183.58
FT-SE 100	3,271	London	1,483.5
FT-SE 100	1,401.88 (-4.40)	DM	1,487.5 (1.491)
FT-SE 100	1,401.88 (+0.23%)	DM	2,519 (2.522)
FT-SE 100	20,882.16 (-85.61)	FF	5,725 (5.742)
New York: Dow Jones	5,183.58 (+1.15)	FF	2,197 (2.194)
Dow Jones Ind	3,847.0 (-0.18)	Y	138.278 (137.788)
S&P Composite	466.25	E Index	80.5 (same)
US LUNCHTIME RATES		DOLLAR	
Federal Funds	3.25%	New York: Dow Jones	5,183.58
3-mo Treas Bill	3.548%	London	1,483.5
Long Bond	82.4	DM	1,487.5 (1.491)
Yield	8.01%	DM	2,519 (2.522)
LONDON MONEY		FF	5,725 (5.742)
3-mo Interbank	5.2% (same)	FF	2,197 (2.194)
100-day bill	5.2% (same)	Y	138.278 (137.788)
100-day bill	5.2% (same)	E Index	80.5 (same)
NORTH SEA OIL (Argus)		DOLLAR	
Brent (15-day May)	\$13.75 (13.835)	New York: Dow Jones	5,183.58
Gold	\$383.0 (383.5)	London	1,483.5
New York: Gold	\$383.0 (383.5)	DM	1,487.5 (1.491)
London: Gold	\$383.0 (383.5)	DM	2,519 (2.522)

Austria	98.52	Green	100.00	US	100.00	Qatar	97.13
Bahrain	101.25	Hong Kong	100.00	Malta	100.00	Singapore	97.13
Bulgaria	98.52	India	100.00	Morocco	100.00	South Africa	97.13
Cyprus	101.25	Indonesia	100.00	Norway	100.00	Spain	97.13
Czech Rep	98.52	Italy	100.00	Poland	100.00	Sweden	97.13
Denmark	101.25	Japan	100.00	Portugal	100.00	Switzerland	97.13
Egypt	98.52	South Korea	100.00	Romania	100.00	Taiwan	97.13
Finland	101.25	Thailand	100.00	Slovakia	100.00	Turkey	97.13
France	101.25	UK	100.00	Slovenia	100.00	USA	100.00
Germany	101.25	USA	100.00	Slovenia	100.00		

Sarajevo siege eased as drive for peace gains pace

By Laura Silber in Belgrade and Judy Dempsey and James Biffz in London

Croats and Moslems to sign agreement in Washington paving way for confederation

The first steps towards lifting the siege of Sarajevo took place yesterday after Serbs and Moslems agreed to allow movement in and out of the Bosnian capital on the eve of a surprise visit to the republic by Mr John Major, the British prime minister.

A separate agreement between Bosnia's Croats and Moslems will be signed in Washington, highlighting the intensifying international moves towards an overall settlement for former Yugoslavia.

Mr Major is due to meet General Sir Michael Rose, the head of the UN operation in Bosnia. British officials said that the purpose of the prime minister's trip was to see the conditions in which British troops were operating and to discuss a joint initiative with the US to rebuild the infrastructure of Sarajevo.

The Sarajevo agreement, signed yesterday by Mr Momilo Krajisnik, speaker of the Bosnian Serb assembly, and Mr Hasan Muratovic, a Bosnian official

responsible for UN affairs, comes into effect next Wednesday. Although the deal falls short of allowing complete freedom of movement, it signals the gradual return of normality to a city besieged by Serb forces for over 23 months, and whose inhabitants were prevented from leaving by the Bosnian government for fear the capital's defences would collapse.

However, commercial traffic will not be allowed into the city, people can be refused permission

to leave and anyone wanting to cross the front lines on certain routes must apply for permission 24 hours in advance.

The siege will not be over until all citizens can be transported freely, Mr Muratovic told reporters in Sarajevo.

Yesterday's agreement is a result of the shuttle diplomacy led by Mr Vitaly Churkin, Russia's special envoy, Mr Charles Reston, his US counterpart, and UN officials in their bid to maintain the peace momentum after

Bosnian Serbs last month agreed to withdraw all heavy weapons from Sarajevo or risk Nato air strikes.

Another agreement resulting from this shuttle diplomacy is expected to be sealed today in Washington when President Bill Clinton presides over the signing of a constitution which will bind Bosnian Croats and Moslems in a loose federation.

President Franjo Tudjman of Croatia and President Alija Izetbegovic of Bosnia, are to sign the

agreement, which is likely to pave the way for the establishment of a confederation between Croatia and the new Bosnian federation in a move which could end the fighting in the western part of Bosnia.

Mr Churkin, who is in Washington, is due to hold talks with US and UN officials at which he is expected to spell out plans for an agreement between Serbia and Croatia as part of an overall settlement aimed at finally bringing peace to the region.

Compromise offer to UK and Spain on EU expansion

By Lionel Barber and David Gardner in Brussels and Roland Rudd in London

Britain and Spain are being offered an automatic right to delay European Union decisions for two months in an effort to resolve the crisis over entry terms for Sweden, Finland, Austria and Norway next year.

The compromise being informally offered by the 10 EU partners falls short of Anglo-Spanish demands to maintain present voting rules, whereby two big countries and one small member state can combine to block decisions.

But it might allow London and Madrid to proclaim a partial victory in their efforts to protect the interests of big member states when the union expands from 12 to 16 countries.

The UK cabinet yesterday authorised Mr Douglas Hurd, foreign secretary, to reach an agreement that falls short of Britain's present position. But he was warned by colleagues that any deal must preserve the "substance" of the original position.

Several ministers warned against any compromise that could be interpreted as a climbdown.

Mr Michael Heseltine, trade and industry secretary, said the government would continue to

fight for Britain's interests at the heart of Europe.

At prime minister's questions, Mr John Major rebuked a Conservative Euro-sceptic who tried to draw him on the negotiations. He said Mr Hurd would defend "Britain's best interests without any delay in enlargement".

Tory Euro-sceptics, led by Mrs Ann Winterton, unsuccessfully demanded a debate on the future shape of the EU.

Senior EU diplomats made

Germany and France cover up their differences Page 16

clear that the "delaying minority" formula was the most the UK and Spain could expect when EU foreign ministers try, once again, to break the deadlock at a meeting in Brussels next Tuesday. "They will not get all they want, but they will receive something," commented one official.

The compromise would give member states at risk of being outvoted an automatic right to one month's delay. The rotating presidency of the EU and the Commission would be asked to seek a consensus. The procedure could be repeated, again for a month, at which point member states could take a decision.

Mr Hurd has said the UK could live with a Spanish compromise on weighted voting. That would increase the threshold of the "blocking minority" from 23 to 27 votes; but it would not apply when three member states who together have 23 votes and represent more than 100m people either oppose or abstain on a measure.

However, the informed judgement in Brussels is that that formula is not acceptable to the European Parliament, which must approve accession of the four countries by May 4.

EU diplomats in Brussels have also warned that several national parliaments, notably those of Belgium and the Netherlands, would refuse to endorse the Anglo-Spanish proposals because they would paralyse decision-making and strengthen the power of the bigger states.

A compromise on voting weights would remain in force until 1996, when all EU member states are due to hold a constitutional review to examine the operation of the Maastricht treaty. However, it might settle the present differences and temper the knowledge that the difficult question of power-sharing in an expanded union is only being postponed.

Rift with Murdoch threatens BBC's TV service in China

By Raymond Snoddy in London

Mr Rupert Murdoch is planning to stop beaming the BBC World Service Television News into China, Taiwan and Hong Kong, apparently in response to Chinese government sensitivities over television news from the west delivered by satellite.

Mr Murdoch, who last year bought a controlling interest in Star TV, the satellite system that broadcasts the BBC in Asia, is planning instead to show a Chinese-language film channel.

China recently clamped down on Star TV dishes and has expressed anger about a recent BBC documentary on the life of the late Chinese leader Mao Zedong and references in programmes to the massacre in Tiananmen Square in 1989.

News Corporation and BBC are already in dispute over the BBC's plans to launch an Arabic-language service aimed at the Middle East, a service which would have overlapped with the five-channel Star service.

The key issue between the BBC and News Corporation, however, is the Star news contract, and detailed negotiations have been going on for some time.

Both sides have the right to terminate the contract at the end of this year but Mr Murdoch wants to end the contract before that. If agreement can be

reached, the BBC is prepared to give up the northern beam of the Star satellite system, which broadcasts to China, Taiwan and Hong Kong, in return for staying on the southern beam, which covers India and the subcontinent, for up to 18 months.

Such a deal would give a breathing space to enable the BBC to move World Service Television News to other satellites in the region.

If the BBC cannot reach agreement with Star, it will insist on the contract being honoured until the end of the year when either side has the right to issue notice of termination.

According to the Far Eastern Economic Review, the new Chinese movie channel replacing the BBC in China is to be launched in early May.

In a London speech in September, Mr Murdoch emphasised how advances in the technology of communications had proved an unambiguous threat to totalitarian regimes everywhere. Satellite broadcasting in particular, Mr Murdoch added, had made it possible for information-hungry residents of closed societies to bypass state controlled television.

Last month, Mr Murdoch conceded at a New Delhi press conference that "there had been some sensitivity, particularly about beaming foreign news into China."

Hanson to attack Asian markets

By Maggie Urry in London

Hanson, the Anglo-American conglomerate, is to enter the rapidly growing Far East markets by establishing a new subsidiary, Hanson Pacific, in Hong Kong.

The attack on Asia will be led by Mr Robert Hanson, 33-year-old son of the chairman, Lord Hanson. He will chair Hanson Pacific, which will be run by two new appointments to the group, Mr Simon Hsu, a former investment banker, and Miss Yuen-Cheng Ng, a US trained lawyer.

The new subsidiary is intended to develop opportunities in Asia, but is unlikely to cause a substantial shift in the source of group profits for some time.

Hanson sees Asian potential for joint ventures for subsidiaries, such as Penbody Coal, SCM Chemicals, Cavenham Forest Products and Imperial Tobacco - which is already looking at opportunities in China. The office will supplement Hanson's interests in Australia, which include coal and titanium dioxide.

So far Mr Hanson's success as a corporate strategist has been limited. As a main board member, his current role is to look for opportunities in Europe.

In October 1992, he implied

Paul Touvier awaits the start of his trial for war crimes in Versailles yesterday. Touvier, 78, was intelligence chief of the militia in Lyon

Satellite venture wins \$600m contracts

By Louise Kehoe in San Francisco

A US-Russian joint venture to launch satellites using Russian Proton rockets has secured over \$600m in contracts, including an agreement to launch up to five satellites for a European television broadcaster, officials of Lockheed-Khranichev-Energia International announced.

Charles Lloyd, LKEI president and chief executive officer, said: "This is an extremely important contract for us, because we beat the French in a deal with a European customer." Ariane, the France-based European consortium that controls about 60 per cent of the world's satellite launch business, also bid for the contract, Mr Lloyd said.

LKEI will launch up to five satellites for Societe Europeenne des Satellites (SES), a Luxembourg-based company that is building a satellite broadcast network called DirectTV.

The contract is in addition to an earlier agreement to launch up to five satellites for Space Systems/Loral, of California. The first launch is set for early next year. Before the formation of LKEI last year, the Russian partners reached an agreement to launch communications satellites for Motorola.

The latest contracts make LKEI a serious contender in the \$1.6bn commercial satellite launch market, analysts said.

Continued on Page 16

This announcement appears in a matter of record only March 1994

comer

£20,000,000

Management Buy-Out of
Comer International Ltd.

from Keltica Inc

Equity led and arranged by
NatWest Ventures

Co-underwritten by
CONTACT PRIVATE EQUITY

Bankers
Ulster Investment Bank Limited

Reporting Accountants
KPMG Corporate Finance

Solicitors
DIBB LUPTON BROOMHEAD

NATWEST VENTURES

NatWest Ventures Limited, a Member of NatWest, is part of NatWest Markets, response and investment banking

NEWS: EUROPE

Kinkel's 'dynamism' upsets the French

By Quentin Peel in Bonn

Mr François Scheer, France's able and experienced ambassador to Germany, was not the only man in the firing line in Bonn yesterday.

To be sure, his injudicious briefing of German correspondents on strains in the Franco-German relationship was the immediate cause of an outburst of German indignation. German officials were adamant that he had been "summoned" to the Foreign Ministry to explain himself, and persuaded to issue a retraction of his reported words. The French version was that the

meeting was pre-arranged, and the whole affair blown up out of all proportion. Yet behind the diplomatic flurry, and the anxious telephone calls between Bonn and Paris, lay the hand of the man who was clearly the target of much of the real French concern about Germany's new foreign policy style and direction: Mr Klaus Kinkel, the foreign minister.

It is his blunt manner of speaking and short fuse in delicate negotiations which have clearly upset some of his counterparts, both in Paris and Brussels. He is clearly a man who arouses strong feelings on both sides.

"He is like a breath of fresh air," according to one European diplomat in Bonn. "He is certainly a bit of a hulk in a china shop, but sometimes deliberately so. That is his way of getting things done." One French minister puts it rather differently, albeit diplomatically: "We have been a little upset by his dynamism."

In Brussels, officials involved in the recent enlargement negotiations on the admission of Austria, Finland, Norway and Sweden into the EU - negotiations on which the German government set great store - described his behaviour as "extraordinary".

"He was cursing people on all sides, saying he was wasting his time," according to one senior official. "He managed to offend the Spanish, the Irish, the Norwegians and the French, to mention just a few."

Yet he has his admirers. One fairly neutral observer declared: "The enlargement talks were his finest hour. If it had not been for Kinkel, they would never have been finished. The Germans moved in and took over the whole thing. They set up informal working groups under German chairmanship. It was a thoroughly impressive operation."

Mr Kinkel is the unlikely combination for a foreign minister of an undiplomatic, unpolished animal. Yet he was singled out by his former boss and mentor, Mr Hans-Dietrich Genscher, as the right man to take over his mantle, not only as leader of the Free Democratic party, the eternal king-makers in the German system of coalition governments.

The pressure on him today is enormous. Not only does he have to carry out all the functions of a foreign minister, but he also has to rescue his party from the threat of political oblivion. The FDP slumped last weekend in the state elections

in Lower Saxony below the magic 5 per cent needed to gain any seats. It was a result certain to fuel grumbling about his leadership.

His lack of frontline political experience also makes him hypersensitive to criticism. "He has a very short fuse, and he is sensitive about being sensitive," one Bonn observer said yesterday. "He is under attack on the domestic front, where his party is in grave trouble. And he faces criticism about his lack of diplomacy."

Mr Scheer could scarcely have chosen a worse moment to criticise him personally. *Odd Couple's tiffs, page 15*

The conversion of Mr Chernomyrdin

Russia's so-called conservative prime minister has become dedicated to reform, writes John Lloyd



Chernomyrdin: extraordinary turnaround

Mr Victor Chernomyrdin, the Russian prime minister, long regarded as a conservative, is enjoying a second career - as a reformer. "There is no doubt he's serious," said a senior US Treasury official this week. The evaluation marks an apparently extraordinary turnaround.

The 55-year-old premier has been in office for a little over a year, since taking over from Mr Yegor Gaidar at the end of 1992. Instantly seen as a conservative from the energy lobby, the spoils object of state investment - he was formerly a Soviet oil and gas minister and head of the Gazprom gas monopoly - he spent much of last year appearing grudgingly to go along with reformist plans driven by deputy prime ministers like Mr Anatoly Chubais (privatisation), Mr Boris Fyodorov (finance) and Mr Gaidar (economy).

Since the last two of these resigned in January, it has gradually become clearer that Mr Chernomyrdin, and his first deputy prime minister Mr Oleg Soskovets, wish to emerge as reformist figures and to be seen as men who are as convinced of the necessity for the adoption of market principles as their former colleagues. The evidence includes:

● A continued insistence by

Russia told the US yesterday it would join Nato's Partnership for Peace military co-operation programme, *Reuter reports from Moscow. The partnership offers the countries of eastern Europe and the former Soviet Union closer military ties with Nato without full membership rights.*

Mr Chernomyrdin on a tight credit policy, of the kind which brought down inflation to a low of 10 per cent last month. Mr Chernomyrdin took exception two weeks ago, during a meeting of ministers, senior officials and regional leaders, to a speech by Mr Viktor Gerashchenko, central bank chairman, in which his one-time ally said inflation was less important than the maintenance of employment for the first time, in public, Mr Chernomyrdin underscored his difference of principles with the bank chairman.

Perhaps because of this, Mr Gerashchenko has also kept the lid on credit expansion this year, financial officials say that credit is running at only 40 per cent of the level permitted by the government's Credit Committee.

● A commitment to radical measures - including land privatisation. Mr Chernomyrdin went to Nizhny Novgorod last week and there enthusiastically endorsed auctioning of land to the members of state and collective farms - saying that he would ensure that the Nizhny model became a federal programme. Nizhny Governor Boris Nemtsov, the symbol of regional reform, was delighted.

● The testimony of those close to him - notably that of Mr Peter Castenfeld, a respected Swedish financier with a long record of working with Russia, who last month was appointed adviser to Mr Chernomyrdin and Mr Soskovets on enterprise reform. Mr Castenfeld last month pressed Mr Michel Camdessus, the managing director of the International Monetary Fund, to accept the Russian premier's reformist credentials.

Mr Chernomyrdin is absolutely determined to keep to the budget," said Mr Castenfeld, now in Moscow. "He's a real boss, and now he means business. He's much more market-oriented than he's been represented - but he's been burned by the criticism of him as a conservative and he feels isolated from western opinion."

However, Mr Chernomyrdin must be at least as tough - in fact, tougher - than were Mr

Gaidar or Mr Fyodorov, if his newly-minted credentials are to stand the test. Yesterday he told the parliament's upper house that he had signed the 1994 budget and passed it to parliament for consideration. That "consideration" will be the first real test of the parliament's mood on the economy.

It will, at the least, not be an easy ride: the Rbl183,000bn expenditure envisaged has been greeted with threats of social explosion from all the lobbies, especially from the army, and lobbies are well represented in both houses of parliament. On the income side, the envisaged Rbl120,000bn is unlikely to materialise: poor tax collection and declining profits have meant that income is running at little more than half that annual rate.

If parliament rejects the budget, a very hard choice must be made. The options are to bow to its will and print vast sums of money to cover a budget even more in deficit than the proposed one, or to resign, or to bring the budget in under presidential decree - an option under the constitution.

Mr Chernomyrdin has stood with President Boris Yeltsin for the past year and he stands or falls with Mr Yeltsin. For the moment, that means he stands for reform.

WEST EUROPEAN NEW CAR REGISTRATIONS

January-February 1994

	Volume (Units)	Volume Change (%)	Share (%) Jan-Feb 94	Share (%) Jan-Feb 93
TOTAL MARKET	1,963,000	+4.1	100.0	100.0
MANUFACTURERS:				
Volkswagen group	317,000	+0.0	16.1	16.8
- Volkswagen	216,000	-0.0	11.0	11.4
- Audi	47,000	-7.0	2.4	2.6
- Seat	46,000	+3.9	2.3	2.2
- Skoda	8,000	+32.6	0.4	0.3
General Motors	252,000	+9.8	12.9	12.2
- Opel/Vauxhall	241,000	+9.7	12.3	11.8
- Saab	9,000	+40.7	0.4	0.3
PSA Peugeot Citroen	245,000	+7.8	12.5	12.1
- Peugeot	143,000	+2.7	7.3	7.4
- Citroen	102,000	+15.9	5.2	4.7
Fiat group	235,000	-4.8	12.0	13.1
- Fiat	180,000	-1.4	9.2	9.7
- Lancia	31,000	-15.0	1.6	1.8
- Alfa Romeo	21,000	-16.1	1.1	1.4
Ford	234,000	+5.9	11.9	11.7
- Ford Europe	231,000	+5.8	11.8	11.6
- Jaguar	3,000	+6.1	0.1	0.1
Renault	197,000	-0.4	10.0	10.5
BMW group	125,000	+6.1	6.4	6.3
- BMW	61,000	-3.2	3.1	3.3
- Rover	64,000	+16.7	3.3	2.9
Mercedes-Benz	74,000	+45.5	3.8	2.7
Nissan	69,000	+7.8	3.5	3.4
Toyota	48,000	+0.2	2.5	2.6
Volvo	35,000	+24.2	1.7	1.4
Mazda	28,000	+0.0	1.5	1.6
Honda	23,000	+9.3	1.2	1.1
Mitsubishi	19,000	-2.8	1.0	1.0
Total Japanese	214,000	+0.7	10.9	11.3
MARKETS:				
Germany	485,000	+1.7	24.7	25.3
Italy	345,000	-12.8	17.6	21.0
United Kingdom	344,000	+17.9	17.5	15.5
France	265,000	+11.2	13.5	12.6
Spain	115,000	+15.6	5.9	5.3

*VW holds 31 per cent and management control of Skoda.
Includes cars reported from US and sold in western Europe.
†Volvo runs 50 per cent and management control of Saab.
‡Fiat group includes Lancia, Alfa Romeo, Innocent, Ferrari and Maserati.
§BMW is entering 100 per cent of Rover group, 50 per cent from British Aerospace and 50 per cent from Honda.
Source: industry estimates

Recovery in car sales faltering

By Kevin Done, Motor Industry Correspondent

The recovery in west European new car demand faltered in February, with sales rising by less than 1 per cent to 326,000 units from 319,000 a year ago.

In January, sales increased by around 7 per cent year-on-year, halting 12 months of unbroken decline in the European market.

In the first two months of the year new car sales at 1.96m were an estimated 4.1 per cent higher than a year ago.

Sales in the whole of 1993 fell by 15.2 per cent to 11.45m units, the steepest decline in the post-war period.

The renewed weakness in demand comes as the European Commission and the Japanese Ministry for International Trade and Industry resume negotiations today in Tokyo on the level of Japanese car and light commercial vehicle exports to the Euro-

pean Union this year.

Sales in the EU fell by 15.9 per cent to 11.74m vehicles last year, while direct vehicle exports from Japan to the EU were reduced by 18.4 per cent to 880,000 units. The Japanese share of the European market rose slightly, however, as a result of increasing Japanese vehicle production in Europe.

Last month a recovery in sales in France and Spain and a strong increase in the UK as well as in several smaller European markets helped compensate for the continuing steep decline in new car demand in Italy and the weakness of the German market.

In February new car sales were higher than a year ago in 12 of 17 markets across west Europe. Demand rose year-on-year by 14.8 per cent in the UK, by 8.2 per cent in France and 6.1 per cent in Spain. New car sales fell by 15.7 per cent in Italy, however, following a drop of 20.4 per cent in 1993.

EUROPEAN NEWS DIGEST

Pay protests sweep France

Demonstrators and police clashed in Paris yesterday after French trade unions and student groups joined forces to protest against a law which they claim undermines the minimum wage but which the government sees as vital to reduce youth unemployment. More than 30,000 demonstrators took part in the protests in Paris, which were the first to bring concerted action by the largest union groups and student organisations. Clashes erupted on the fringes of the march, with some demonstrators throwing stones and bottles at riot police. Tens of thousands of demonstrators also joined protest marches in provincial cities including Bordeaux, Lille and Lyons.

The protesters say the law, which allows apprentices between 16 and 25 to be paid less than the minimum wage of FF5,866 (\$90) per month, undermines workers' rights and forces the young to pay for their training. Mr Edouard Balladur, the prime minister, sought to ease concerns in an open letter published in the daily *Libération*. "Do you really think that the government would deliberately seek to harm the young?" he asked. "Our only motive is to end the situation where 750,000 youth are deprived of a job... I refuse to allow one in four young people to remain on the wayside." Yesterday's protests were the fourth significant demonstration against the measures, and were called despite government concessions. *John Ridding, Paris.*

Spain fines KIO company

Spanish authorities yesterday imposed fines of Ptas1.8bn (\$12.58m) on the Kuwait investment Office's collapsed Spanish holding company and its affiliates for failing to declare share purchases made in 1990 and 1991. Grupo Torres, which went into receivership in 1992, was fined Ptas1.3bn and the Dutch company Kokmeuw Holdings Ptas500m. Smaller penalties of Ptas1m were imposed on KIO's former Spanish agent Mr Javier de la Rosa, an investment company owned by him and another investment unit controlled by KIO. The case involved indirect purchases to increase the group's stake in the Enxos chemical concern and Prima Inmobiliaria, a property company, said Spain's National Securities Market Commission. Under Spanish law, purchases of more than 5 per cent in a traded company must be declared. *David White, Madrid.*

Economic outlook brightens

Evidence emerged yesterday that France and Germany, Europe's two biggest economies, are emerging from recession more strongly than expected. In France the National Institute for Statistics and Economic Studies predicted growth of 0.7 per cent in the first half, up from December's forecast of 0.5 per cent. The revision is because of unexpected strength in household spending and exports. And in Germany, Mr Tyl Necker, head of the IBDI industry federation, detected the first signs of recovery, saying industry was receiving a small boost from increasing export orders. Mr Edmond Alphandery, the French economics minister (left), was buoyant: "Everything is going in the right direction. All our forecasts are being confirmed and, day after day, statistics prove the government's scenario is realistic," he said. However, Insee expects unemployment to rise to 12.7 per cent. Mr Necker admitted inland consumer and investment demand remained weak, a view endorsed by the Federation of German Retail Traders who said retail sales in western Germany would fall up to 4 per cent this year. *Reuter/AP, Paris, Bonn.*

Bank workers accept 2% rise

About 440,000 German bank employees yesterday accepted a 2 per cent pay rise, bolstering hopes that non-inflationary pay settlements can be achieved across the board in Germany. After four rounds of talks and a final 12-hour session, agreement was reached in line with earlier pay rises for engineering and public sector workers but below forecast annual inflation of 3 per cent. Construction, textile and print workers are the only big labour groups who have yet to negotiate a pay deal this year. *Michael Lindemann, Bonn.*

Polish reformer chosen

Mr Waldemar Pawlak, Poland's prime minister, is to ask President Lech Walesa to appoint Mr Dariusz Rosati, an advocate of free-market reforms, as deputy prime minister and finance minister. Mr Rosati, 48, an economics professor, is expected to pursue a financial austerity policy. He was proposed by the leftist *Alleanza* to replace Mr Marek Borowski, who resigned over policy differences with Mr Pawlak. Mr Rosati is head of the East and Central European section of the United Nations Economic Commission. *AP, Warsaw.*

Compensation for Nazi victims

The Czech government will pay Kcs1bn (\$33.5m) to an estimated 10,000 victims of Nazi persecution during the second world war. However, the compensation will apply only to those who suffered in concentration camps and prisons, not to those uprooted and subjected to forced labour. The money for compensation will probably be drawn from a sale of enterprises formerly owned by the Communist party or from the privatisation of small enterprises. The government continues to seek compensation from Germany. *AP, Prague.*

Turkish Kurd MPs charged

Six Turkish MPs, representing radical Kurdish groups, were charged yesterday and could face the death penalty if convicted for offences against the unity of the state. Mrs Tansu Ciller, the prime minister, said the MPs were surrounded by a "cloud of terrorism" which linked them to the outlawed Kurdish Workers' party. *Reuter, Ankara.*

ECONOMIC WATCH

Italy reins in budget deficit

Italy

State sector borrowing requirements (\$ billion)

Initial target

Outturn

1990 91 92 93 94

Source: Bank of Italy

Maastricht convergence criteria

to around L106,000bn (5.2 per cent of GDP) by 1996. The 1994 budget envisages a deficit of about L151,000bn. *Robert Graham, Rome.*

Consumer prices in the Netherlands rose 0.5 per cent in February from the previous month and were 3 per cent higher than a year earlier. Excluding indirect taxes, the February consumer price index was up 2.5 per cent from a year earlier and 0.6 per cent up from January.

Swedish consumer prices rose 0.3 per cent in February, and 1.9 per cent since February last year.

25,000 food lovers find Singapore to their taste. Find out what you can chew on.

The Food and Hotel Asia convention wasn't the only successful one that showcased Singapore as Asia's leading meeting destination. Each month there are new exhibitions, new conferences and new meetings where you can exchange the latest on your industry or products. Not to mention a whole new world of entertainment in the city where the best of the East and West come together. Convention City Singapore. It's definitely food for thought.

CONVENTIONS 1994

1-3 June 1994
CommunicAsia '94 International Conference

2-5 June 1994
4th Singapore International Dental Exhibition & Conference (SIDEC)

6-10 August 1994

4th International Congress on Lasers in Dentistry

22-23 September 1994

6th International Petrochemical Conference (PETROCHEM '94)

2-5 November 1994

1st International Congress on Dialysis in Developing Countries

EXHIBITIONS 1994

6-10 August 1994
4th International Congress on Lasers in Dentistry Exhibition

12-16 September 1994

6th World Meeting on Impotence Exhibition

7-10 December 1994

8th International Conference on Bio-medical Engineering (ICBME) Exhibition

Approved International Fair (AIF) 1994
TRADE DEVELOPMENT BOARD SINGAPORE CONVENTION BUREAU

Please send me your appetite for your forthcoming events.
I am more interested in the Conventions & Exhibitions indicated.
I am Singapore Convention & Exhibition Council.

Name: _____
Title: _____
Company: _____
Address: _____
Tel: _____ Fax: _____

To: The Singapore Convention Bureau
1st Floor, Conventions House,
125-130 Regent Street,
London W1R 9PE, United Kingdom.
Fax: (071) 734 2191.

CONVENTION CITY

Singapore

Where the world comes together.



Italy's centre parties launch offensive

By Robert Graham



ITALY'S centre parties have launched a desperate offensive to avoid being squeezed to insignificance by the big coalitions to their left and right in the March 27 general elections.

Centrist leaders yesterday began a series of measured attacks focusing on disagreements within the Progressiva Alliance led by the former communist Party of the Demo-

cratic Left (PDS) and the potential cost of media magnate Mr Silvio Berlusconi's economic programme.

Until now the two principal groupings forming the centrist Italian Pact - the Popular party (PP), formed from the defunct Christian Democrats, and referendum leader Mario Segni's Pact - have been marginalised.

But in the past few days the centrists have taken heart from a growing feeling that neither the left nor the right are likely to win an outright parliamentary majority. They are thus hoping to play a broker's role in forming the next

government. Mr Giorgio La Malfa, the Republican party leader and part of the Italian Pact, said yesterday: "In the past few days the centre has relapsed itself because people have realised there are not two but three voting options... They also have woken up to the fact that today's alliances on the left and right would be tomorrow's government if either wins outright."

He and other centrist politicians also highlighted the contradictions in the position of the PDS's principal ally, Reconstructed Communism, formed from the hardline

rump of the old Italian Communist party. Reconstructed Communism supports raising taxes on government bonds and withdrawing from Nato.

At the same time, Professor Mario Baldassarri, the chief economist of the Pact, said the free market proposals of Mr Berlusconi's Forza Italia platform risked a drop of some L45,000bn (\$27bn) in budget revenues. He said yesterday the programme would be impossible to carry out without raising the ratio of debt to GDP to well over 125 per cent by 1995.

Mr La Malfa went further and claimed that a govern-

ment formed solely from the right - Forza Italia, the populist Lombard League and the neo-fascist MSI/National Alliance - risked provoking a confrontation with Italy's trades unions.

This in turn put at risk the July 1993 tripartite agreement between employers, trades union and the Ciampi government linking wage increases to productivity and ending wage indexation.

Coinciding with these criticisms, the former Socialist prime minister, Mr Giuliano Amato, has been pointing to the need for a broad-based government. Both Mr Achille

Occhetto, the PDS leader, and Mr Berlusconi have been hinting that this was an option they could support.

Playing on the large number of undecided voters and the fear of a polarised result is the best tactic available to the centre. Nevertheless, the Italian Pact and its leader, Mr Segni, still risks being the main victim of the new first-past-the-post voting system that covers 75 per cent of parliamentary seats. Both the left and right appear to have acquired a critical mass of support, making it hard at the constituency level for Pact candidates to get the most votes.

Doctors in Sweden fight PM's cure-all

By Hugh Carnegie in Stockholm

Pressures building over two years of reform and spending cuts in Sweden's health service, a central pillar of the country's famous welfare system, have come to a head this month in the form of a rare strike by doctors.

Thousands of non-urgent operations have already been postponed in hospitals around the country because of two successive two-and-a-half day stoppages by surgeons and doctors in a dispute over weekend and night-duty pay rates and the implementation of a new liberal system governing family doctors. With no sign of a breakthrough in negotiations, the Swedish Medical Association, whose 24,000 members represent 95 per cent of the country's doctors, has dug in its heels, calling on 2,600 of its members for a third round of selective strikes next week.

The dispute springs directly from efforts by the right-centre government of the prime minister, Mr Carl Bildt, which came to power in late 1991, to both liberalise the monolithic health service and squeeze savings out of a system which until recently put Sweden among the highest spenders on health as a proportion of GNP within the OECD.

The current row revolves around a reform which for the first time gives Sweden the right to choose their individual family doctor and which gives doctors the right to set up private practices independent of the local authorities.

A further change, due to take effect next month, will also allow specialist doctors to set up privately for the first time. Neither step amounts in its own to a splintering of the system. So far fewer than 1,000 doctors have opted to go private, while the majority are apparently content to remain within the governance of the local health authorities.

The reforms are part of a

general thrust by the Bildt government to introduce greater competition into the system - a move fiercely resisted by the opposition Social Democratic party, the architect of Sweden's welfare edifice. If Mr Bildt should win the general election in September (which the polls suggest is unlikely) he would like to move on to allowing the establishment of private hospitals in Sweden outside local authority control.

The medical association, ironically, is in principle in favour of greater freedoms for its members. But it is objecting to a proposal that family doctors who are chosen by fewer than 1,000 patients should be fired by the local authorities, regardless of their length of service.

The second dispute is about proposals by the local authorities - who negotiate centrally with the medical association - to cut higher weekend and night-duty pay rates for doctors to compensate for health spending cuts.

According to the association of county councils, overall health service spending has been cut by SKRSBn (£425m) in each of the last two years, bringing annual spending down to SKR18bn, or about 7.5 per cent of GNP, one of the lowest levels in the OECD.

Further cuts this year are set to take up to another 4 per cent out of spending. Up to 25 per cent of surgical beds have been closed and some 30,000 jobs have been cut from the health service workforce, which is now down to around 400,000, or one tenth of the country's workforce.

Other savings have been achieved through widespread contracting out of services such as catering and laundry. Mr Bildt's government says the changes have made the system more efficient, but doctors appear to be facing surprisingly little public criticism of their strike action, which has not affected emergency services.

Battle in outpost to open road to Rome

Robert Graham reports from the port city of Trieste, where electioneering differs from the rest of Italy

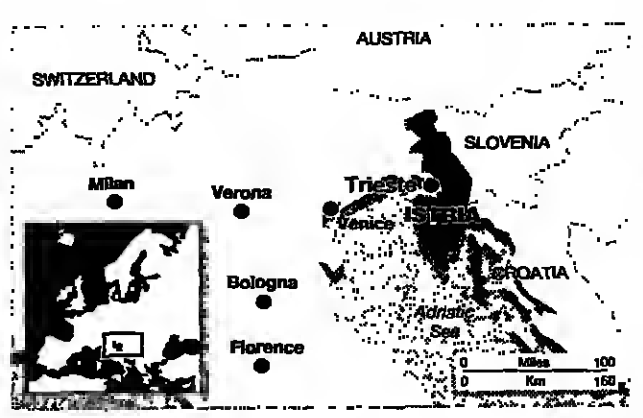
Few places feel as far away from Rome as Trieste, the once proud port city of the Austro-Hungarian empire, which looks across the placid waters of the Adriatic to the Italian peninsula. The chatter of Slav languages can be heard down by the wharves. Dotted about the city is an array of buildings and monuments attesting to a

polyglot influence from north and central Europe, including a staircase dedicated to the sojourn of James Joyce.

Not surprisingly the general election campaign has a distinctive local flavour. This is dictated by the 25,000-strong Slovene-speaking community and by the irredentist demands of the right for a return of large parts of Istria, territory lost by Mussolini's adventurism and formally allied under the 1975 Treaty of Osimo to Yugoslavia, now complicated by the break-up into neighbouring Slovenia and Croatia.

Trieste is the sole place in north and central Italy where the neo-fascist MSI movement, recently re-baptised the National Alliance, is running candidates independent of media magnate Silvio Berlusconi's Forza Italia movement. The MSI accounts for more than 20 per cent of the vote, feeding on the 350,000 Italians in the region forced out of Istria and still hoping to recover property. Mr Gianfranco Fini, the movement's leader, has chosen Trieste as one of the seats he is contesting for the chamber of deputies under proportional representation rules.

Politically, the city also set an unusual precedent in municipal elections last December. Mr Riccardo Illy, dubbed "the king of coffee" because of his big family coffee



business, was elected mayor without any previous political experience and refuses to draw an official salary.

He beat off a close challenge from the populist Northern League of Mr Umberto Bossi with the support of eight parties from the left and centre. "The big change since the municipal elections has been the appearance of Berlusconi's Forza Italia movement," says Mr Illy.

Forza Italia only appeared here towards the end of February. Already more than 50 Forza Italia supporters' clubs have sprung up in the city and the surrounding region. All this is the result of its enormous resources deployed nationwide.

Indeed, the Trieste operation epitomises the way Mr Berlusconi's Fininvest media group

has been used to provide a national organisational framework for his political ambitions. The Forza Italia movement in many respects is little more than a political front for Fininvest.

In Trieste Forza Italia's headquarters are almost opposite the Fininvest offices so that personnel can move between the two. Mr Pasquale Maurizio Loria, Forza Italia's Trieste campaign co-ordinator, has taken unpaid leave from being a local Fininvest television network manager. "You must realise that I am talking under my Forza Italia hat," he insists politely, sitting in the Fininvest offices.

However, his office bustles with election phone calls. Piled on a desk are videos on a dozen different topics of Forza Italia's programme. These videos bear the distinctive insignia of Diakron - the polling and marketing company controlled by Fininvest.

Even Forza Italia's hastily selected main candidate for the chamber, Mrs Antonietta Vascotto, a television documentary producer and commentator with no previous political experience, is linked to the Berlusconi empire.

She appears on one of the Fininvest channels discussing Trieste issues.

The Trieste constituency consists of 270,000 voters, split into two chamber seats on the new majority vote system and one for the old proportional representation system, plus one senate seat. Here, as in the rest of northern Italy, Forza Italia is allied with the League and a breakaway faction of the old Christian Democrat party.

The polls suggest this alliance has just more than a third of the vote, slightly ahead of the Progressive Alliance led by the former communist Party of the Democratic Left (PDS). Much of Forza Italia's strength, however, comes from previous League supporters - in turn defectors from the former Christian Democrats who used to account for a quarter of the vote.

Even though Forza Italia and the League each agreed to field one candidate for the two

majority-vote chamber seats, the alliance is not easy.

"It is natural that some of our League vote goes to Forza Italia. We have lost some appeal as a new party," says League candidate Gualberto Nicolini, a well-known local sports journalist. He can afford to be more relaxed as he has the easier of the two seats. The other seat covers a more industrial belt with a strong Slovene presence long cultivated by the left.

Mr Renato Kneipp, the Progressive Alliance candidate in this constituency, is a popular Slovene.

However, the League and Forza Italia are trying to discredit Mr Kneipp by stressing his membership of Reconstructed Communism, the hardline rump of the old Communist party which refused to join the PDS.

"The PDS said it broke with communism and now they are allied with people who still call themselves communist," says Mr Nicolini.

The Triestinos have a tradition of backing parties and candidates that address local issues. Today this means those seen as most capable of pressing for the city's free port and offshore financial status, developing high-tech jobs linked to the prestigious Trieste university and arguing for a voice in the fast changing world on its frontiers.

Discover a new black hole

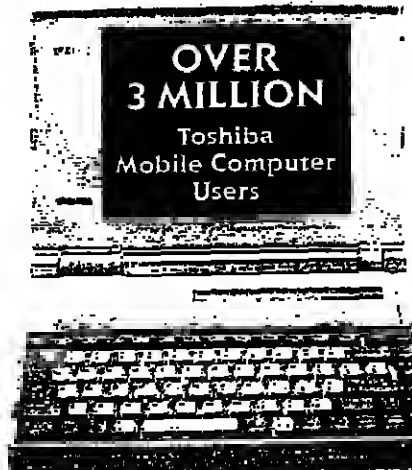


PCMCIA 2.0

The key to Toshiba's expanding universe of mobile computing



The black holes in all Toshiba other productivity tools. All new mobile computers may seem insignificant, hidden away on the outer edges. But in reality, they are the brightest stars of mobile PC technology today. They are the key to an expanding universe of infinite possibilities. Each black hole contains an industry-standard PCMCIA 2.0 slot and allows you to add a whole range of credit-card-sized add-ins to your Toshiba computer: removable hard disks, network or fax-modem cards, flash memory and boundless



IPS Business Group, Hammfelddamm 8, D-41460 Neuss, Germany.

The Intel Inside logo is a registered trademark of the Intel Corporation.

In Touch with Tomorrow
TOSHIBA

NEWS: AMERICAS

Brazil may complete debt restructuring without IMF

By Angus Foster in São Paulo

Brazil is actively studying whether to complete its \$52bn commercial debt restructuring without the formal blessing of the International Monetary Fund.

Going ahead without IMF approval of a standby loan would make the restructuring more expensive and also deprive Mr Fernando Henrique Cardoso, finance minister and

potential presidential candidate, of the kudos of IMF backing.

But Mr Cardoso, who was yesterday due to meet Citibank, the restructuring's closing agent, in New York, is being urged to finalise the deal rather than risk another extension beyond the April 15 deadline. Bankers fear it may be hard to approve another extension and that the deal would be delayed by October's elections.

According to the deal's timetable, Brazil must give notification by tonight that the April 15 deadline will be met and old debt swapped for new. This deadline has already been extended and bankers say it cannot be stretched further.

Mr Cardoso had hoped to persuade the IMF to agree a letter of intent for the stand-by loan during meetings on Wednesday. Such a letter would have kick-started the

whole deal, and allowed the US Treasury to issue zero-coupon bonds as part of the guarantee for the restructuring.

Brazil is the developing world's largest debtor, and the only one of Latin America's big four debtor countries - the others being Mexico, Venezuela and Argentina - not to have completed a Brady-style foreign bank debt deal.

Although the IMF was supportive of Mr Cardoso, it did

not commit itself to granting the stand-by. It is thought to have insisted that Brazil run a budget surplus this year, but Brazil was only prepared to offer a balanced budget. The IMF has also grown wary of Brazil, which has signed but failed to deliver on eight letters of intent and two standby agreements in 12 years.

For the deal to go ahead, the banks need to agree a waiver of the restructuring's original

requirement for IMF backing. Leading banks met yesterday morning to discuss a waiver, which one banker described as "do-able".

Brazil also needs to provide an acceptable guarantee in place of the US Treasury's issuance of zero coupon bonds. According to some reports, it has been accumulating bonds through market purchases, although whether enough bonds are available in the mar-

ket is unclear.

Mr Cardoso had planned to spend a quiet weekend in New York with his wife and decide whether to resign and run for president. Instead, he finds himself up against an extremely tight deadline on the bank deal. Under Brazilian law he has to resign by April 2 to contest the presidency.

Success for his domestic reforms, mainly designed to tackle annual inflation of

about 2,500 per cent, is seen as more important for his presidential ambitions. But Mr Cardoso, a former academic who is well known in Washington, also wanted the IMF letter and a smooth conclusion to the bank deal. According to finance ministry officials, he will now use the IMF's positive comments as "the best possible endorsement" given that the economic reform programme is still unproved.

Vote sets a precedent as 28 states seek new ways to finance education

Michigan raises sales tax to pay for schools

By Jurek Martin in Washington

The voters of Michigan this week set a precedent with revolutionary implications for state finances and education. They easily approved a ballot measure sharply increasing the local sales tax as a means of paying for the state's schools budget, traditionally underwritten by property taxes.

The Michigan measure, promoted by Mr John Engler, the Republican governor, would generate an additional \$2.1bn (£1.43bn) in revenues by raising to 6 per cent from 4 per cent the state sales tax and by tripling the local tax on ciga-

rettes to 75 cents a pack. This sum, specifically earmarked for education, more than covers a planned \$1.9bn cut in property taxes.

It would permit the state to increase by about 6 per cent to \$10.2bn the Michigan education budget, under such severe strain recently that one school district last year closed 10 weeks early because its resources had been exhausted.

Under the governor's plan, the state will also try to equalise the large gap in spending between rich and poor school districts by providing each district with a guaranteed minimum sum per student and by

limiting spending increases by the wealthier districts.

This discrepancy, less severe in Michigan than in most other states, is widely seen as one of the most inequitable factors in American education because it perpetuates the disadvantages of society's underclasses.

The increase in the sales tax is not considered an ideal solution, since revenues may vary according to the health of the economy.

But it was reckoned preferable to a further squeeze on property taxpayers, in widespread revolt over the last 15 years since the passage of the tax-cutting Proposition 13 in

California, or to the politically explosive alternative of higher state income taxes.

Tax-cutting at state level has come back into vogue across the country, especially now that the economic recovery has removed some of the constraints on state budgets. Mrs Christine Todd Whitman, the new governor of New Jersey, has just secured approval for a 5 per cent cut in income taxes, the first instalment, she promises, on a multi-year 30 per cent tax reduction.

Even in California, still in a recession, Governor Pete Wilson, up for re-election this year like Governor Engler, has

found fiscal room to propose a modest \$135m tax cut, mostly directed at the lower end of the income scale.

All told, according to yesterday's New York Times, 28 states are in various stages of public and legal debate about new ways to finance education and nearly 20 have active tax-shifting proposals under consideration, mostly designed to relieve property taxpayers.

According to one independent study, the recession forced the states to increase local taxes by a net \$9.2bn in 1990 and \$14.4bn in 1991 to maintain essential services. The respective increases for

the last two years were \$1.4bn and \$1.1bn. This year could see net cuts of around \$3bn.

The Clinton administration will not be displeased by the 70 per cent margin by which Michigan voters approved higher taxes on cigarettes. Its proposal for an even steeper increase in the federal excise tax on tobacco products, part of its healthcare reform plans, is being vigorously fought by the industry. Several states, most recently New York and Maryland, have approved sweeping measures restricting smoking in public buildings.



John Engler: promoted Michigan measure

Corbis Press

SOMEONE INFLUENCES MODERN DUTCH PAINTING MORE THAN REMBRANDT, VAN GOGH AND MONDRIAN PUT TOGETHER.

A new school of thought is sweeping through modern Dutch painting. Its influence can be seen in a change of technique from the most inept of handymen to the skilled master. What's more the whole movement now has the backing of the Dutch government.

A country, famous for centuries for its painters, is today earning a new reputation for recycling its paint. When the Dutch redefined paint waste as a hazardous material, we co-operated with the environmental authorities, to design, build and operate a plant to treat it. With our help, Dutch

painting has now entered its green period. The paint waste treatment facility, at Moerdijk,



opened in early 1993 and is the only one of its kind in Europe. At present, it handles 24,000

tonnes of paint waste a year - 40% industrial waste, and the rest household or municipal.

So how does it work? Let us put you in the picture.

Whole cans of paint, full or empty, are shredded and recyclable materials such as plastics and metals (which are resold as scrap) are reclaimed;

and the paint waste is mixed with a solvent to produce a fuel that can be used in cement kilns and industrial incinerators.

During a year, we can expect to recover around 15,000 tonnes of fuel. In equivalent terms, that's enough power for around 3,000 homes. As recycling facilities go, the Moerdijk paint waste plant is state

of the art. But, then again, the Dutch have always known how to handle their paint.



Waste Management International plc
LOCAL PRESENCE. GLOBAL KNOW-HOW

WASTE MANAGEMENT INTERNATIONAL PLC IS A MAJORITY-OWNED SUBSIDIARY OF WMX TECHNOLOGIES, INC., THE WORLD'S LEADING ENVIRONMENTAL SERVICES ORGANISATION.

Occidental escapes clean-up damages

By Richard Waters in New York

One of the US's longest-running and most notorious environmental clean-up cases passed a milestone yesterday as a judge threw out a \$250m (£171.2m) suit for punitive damages against Los Angeles-based Occidental Petroleum.

The case, brought by New York state over contamination at the Love Canal site in Niagara, marked the first attempt by a US state to win punitive damages in a clean-up case. If successful, it could have prompted other US states to take a more aggressive approach in such cases.

Occidental has already been found liable for clean-up costs

of \$325m at the site.

The Love Canal case dates back to the 1940s, when Hooker Chemical, later acquired by Occidental, dumped chemical waste in a disused canal on a site it owned near Niagara. The site was sold in 1953 to a local authority, which built a school on it. Chemical contamination began to affect the school and surrounding housing in the 1970s, leading eventually to the displacement of 2,500 local residents.

A judge ruled yesterday that the prosecution had failed to prove Hooker had shown "reckless disregard for the safety of others", although the company "should have made greater efforts to keep local residents off the property".

'The meeting is the message' at Apec forum

In the last two months, the US has backed itself into a series of conflicts with almost half its fellow members in the Asia Pacific Economic Cooperation forum.

Besides its long-running battle to open Japan's markets, President Bill Clinton's administration has fended with Indonesia on human rights, with Thailand on access to financial services markets and with Singapore on the island state's decision to cause a US teenager for vandalism.

Most ominous of all, after the failure of a mission last week to Beijing by Mr Warren Christopher, the US secretary of state, is an impending clash with China over the human rights improvements Mr Clinton is demanding as a condition for renewing China's most favoured nation trade privileges.

Little of that, however, will surface this evening and tomorrow when finance ministers from the 17 Apec countries meet on the Hawaiian island of Oahu.

"The meeting is the message," said finance ministry officials from three different Apec countries, in unison. Even US Treasury secretary Lloyd Bentsen's expected bilateral meetings with his Japanese and Chinese counterparts are unlikely to touch on the trade issues between them.

The meeting is the first to take place between Apec finance ministers, and marks another step forward, after a ground-breaking leaders' summit in Seattle last November, for the fledgling organisation.

Some member countries hold out great hopes of an Apec evolving gradually from "four adjectives in search of a noun", as an Australian minister described it, into the "new Pacific community" enunciated by Mr Clinton.

Even the most enthusiastic Apec supporters, however, acknowledge that progress towards such a goal, not shared by all, will be slow.

Apec offers considerable advantages as a forum bringing together nations from both sides of the Pacific. It is, for example, one of the rare places in which the US and China get

away from their usual human rights/MFN dialogue. Even more unusual, it includes not only China but Hong Kong and Taiwan.

But its members have wide differences of culture, economic development and democratisation, and some members, notably Malaysia, remain suspicious that the US's enthusiasm for Apec may disguise a spoiling operation designed to

George Graham on the meeting in Hawaii of 17 Asia-Pacific countries

undercut the six-member Association of South-east Asian Nations and Malaysia's idea for an East Asian Economic Caucus, excluding Apec members such as the US, Canada, Australia and New Zealand.

Malaysia, whose prime minister, Dr Mahathir Mohamad, boycotted the Seattle meeting, will participate in full at the finance ministers' meeting, with a delegation led by Mr Anwar Ibrahim, the deputy prime minister and finance minister. Dr Mahathir is also expected to attend the second Apec leaders' summit in Jakarta this autumn.

The meeting in Hawaii this weekend is expected to run through the economic prospects for the region, which continues to show the most dynamic growth in the world, but to stop well short of the sort of economic policy co-ordination attempted by the Group of Seven leading industrial nations.

Finance ministers will examine topics such as ways of facilitating external financial flows for infrastructure needs and developing capital markets in the region.

Besides the US, Apec includes Australia, Brunei, Canada, China, Hong Kong, Indonesia, Japan, South Korea, Malaysia, Mexico, New Zealand, Papua New Guinea, the Philippines, Taiwan and Thailand. Chile is to be admitted at the meeting in Jakarta.

COMPAQ AND MICROSOFT. THE CONNECTION THAT'S MAKING "PLUG AND PLAY" A REALITY.

Just about everyone who's ever used a computer has experienced the same thought : Wouldn't it be great if setting up or upgrading your machine was as easy as turning it on ? The idea is called "Plug and Play". People have been talking about it for years. But now, an ongoing partnership between Compaq and Microsoft , working with other industry leaders, is actually making it happen. Plug and Play is the result of some very fresh thinking in both hardware and software - an accomplishment that tapped the combined engineering expertise of both companies. Together, Compaq computers and the next version of the Microsoft® Windows™ operating system (code-named Chicago) will deliver the long-promised benefits of true Plug

and Play : easy setup, easy expansion and easy connection to peripherals. Which means no more configuration headaches. No more hidden switches, cryptic codes or mystery. Even today, Compaq is shipping computers that will take full advantage of Plug and Play technology as soon as the forthcoming version of Windows is available. So the Compaq & Windows combination will quickly become the standard for Plug and Play computing. A welcome reassurance for people who buy computers.

COMPAQ Microsoft®
SHOWS THE WAY

NEWS: INTERNATIONAL

Peres calls for settlers' evacuation

By David Horowitz
in Jerusalem

As new evidence emerged in Jerusalem that Jewish settler Baruch Goldstein may have been aided by a second settler in carrying out last month's Hebron massacre, Israel's Foreign Minister Shimon Peres yesterday added his voice to the growing chorus of Israeli ministers calling for the evacuation of all Jewish settlers from Hebron.

With the Palestine Liberation Organisation demanding protection from radical settlers as a precondition for returning to Middle East peace talks, Israel's Prime Minister Yitzhak Rabin also indicated for the first time that he might be coming round to the idea of removing the Hebron settlers.

Well over half the ministers in Mr Rabin's cabinet have publicly backed the evacuation of the settlers from their three small enclaves in the centre of the city - a move that would go some way towards meeting PLO demands for protection.

Three weeks after the massacre of at least 30 Palestinians inside Hebron's Cave of the Patriarchs, and with the Middle East peace process disintegrating, Mr Peres yesterday threw his weight behind the call, declaring the Hebron settlers were a continual cause of friction and a grave security problem.

While outnumbered at the cabinet table, Mr Rabin has consistently refused to consider removing the Hebron settlers. But interviewed in Rome



A Palestinian restrains her son at their Hebron home as Israeli soldiers patrol near the Jewish settlement of Bet Hadassah

yesterday, after the first ever meeting between an Israeli prime minister and the Pope, Mr Rabin launched a fierce attack on settlers and recalled that, during his first term as Israeli premier in the 1970s, he had prevented Jews moving into Hebron, "because I knew what the result would be".

In Jerusalem, meanwhile, the Israeli judicial commission investigating the massacre heard testimony from soldiers who were on duty at the Cave

of the Patriarchs on the morning of the killings that Goldstein, an American-immigrant settler, had not carried out the massacre alone.

Flatly contradicting the army's previous version of events, three soldiers testified that Goldstein entered the mosque carrying an M-16 rifle and that, five minutes later, a second settler entered, carrying a Galil rifle. Army ballistics experts have reported that all 110 bullets fired inside the

mosque came from one Galil rifle. The new testimony throws open the question of whether Goldstein, who was beaten to death by worshippers inside the mosque, was even the main perpetrator of the massacre.

Some witnesses interviewed immediately after the killings spoke of at least two men firing, others of a settler throwing Goldstein fresh magazines to reload his gun.

One soldier, Sgt Kobi Yosef,

also admitted to the inquiry yesterday that he fired two shots inside the tomb, but insisted they were fired into the air. "I thought at first an Arab was shooting," he said.

The army had previously insisted, in contrast to witnesses' claims, that no soldiers opened fire inside the building.

Sgt Yosef also admitted closing the nearest exit from the mosque, preventing Palestinians from fleeing and forcing them to a more distant door,

Tunisians go to the polls tightly muzzled

Tunisians go to the polls on Sunday to elect a new president and parliament. Whatever the turnout, the result is a foregone conclusion.

President Zine El Abidine Ben Ali is the sole candidate for the post he has occupied since replacing an ailing Mr Habib Bourguiba in November 1987, while the Democratic Constitutional party (RCD), which has held a monopoly of seats in the national assembly since independence nearly 40 years ago, is assured of a massive majority.

A more liberal electoral law allows proportional representation in 19 new seats added to the existing 144 winner-takes-all seats. This will ensure opposition parties a few political crumbs.

The one party that might have provided serious opposition, the Islamic Al Nahda (Renaissance) party, is banned. Many of the party's supporters have fled into exile. Mr Rashid Ghannouchi, its leader, was granted political asylum in the UK last summer.

Supporters of Al Nahda in Tunisia and their families have faced a systematic campaign of intimidation by the security forces.

Many remain in prison and, according to the human rights organisation Amnesty International, some have "disappeared" while others have been ill-treated, sometimes tortured. In a report last January Amnesty wrote that "by perpetually denying, in the face of compelling evidence, that torture occurs and by failing to take action against it, the government has in effect encouraged the continuation of a practice it professes to abhor".

It added that "Tunisia's growing mastery in deploying the vocabulary and diplomacy of human rights abroad serves to mask a practice of serious and systematic human rights violations at home".

These are harsh words, but senior western diplomats do not dispute them, at least in private. They point to what they see as the widening of the circle of repression to include the arrest of Mr Hamma Hammami, the leader of the illegal Tunisian Communist Workers

party (PCOT), on February 14, and to the failed attempt by the former president of the Tunisian League of Human Rights, Dr Moncef Marzouki, to stand against Mr Ben Ali. The constitution demands that candidates find 30 deputies or mayors to endorse them. As virtually all such people belong to the RCD, Dr Marzouki failed.

Meanwhile, censorship of the media remains tight. Two weeks ago Mr Robert Pelletreau, US assistant secretary of state for near-Eastern affairs, told the House foreign

affairs committee: "Tunisia's economic development is the achievement of a well educated and hard working population with a vigorous middle class. This is a principle strength of Tunisian society. Tunisia's people deserve an equal measure of political freedom and pluralism, and we believe it should be possible to handle challenges from the extremes even in this volatile part of the world without compromising these principles."

He went on to argue that Tunisia's political system would "benefit from greater openness", a view echoed by "many Tunisians from within and outside the government".

Tunisian officials point to the incipient guerrilla war in neighbouring Algeria which, they argue, poses a big threat to their country's hard-won economic prosperity. It is not easy, they say, to be sandwiched between Algeria and the maverick Libyan leader, Colonel Muammar Gaddafi.

Such concerns are genuine and are shared by most of Tunisia's 8m people. But they do not answer the question of how, in the longer run, the regime hopes to win the battle

of ideas against proponents of radical Islam.

Avoiding the extremes of poverty and wealth, and ensuring relative economic prosperity, are two keys to this battle. Economic growth has in recent years been impressive - 8.1 per cent in 1992, 2.5 per cent last year and it is forecast to reach 6 per cent this year; inflation was halved between 1991 and 1993 to 4 per cent; and a steady flow of foreign investment has followed liberalisation of the economy. The first-ever private placement for Tunisia, a Y30bn (£191.1m) Samurail bond arranged last month, underlined the confidence of international bankers in the future of North Africa's smallest state.

But even sympathetic observers say it bodes ill for the future if the very professional people and intellectuals, on whose ideas the regime relies to ensure Tunisia's continued progress, know they are being closely monitored by the security forces. Few people in Tunis believe that Dr Marzouki, had he been allowed to run against Mr Ben Ali, would have constituted a real threat to the president's re-election. But such a campaign might have produced an interesting trial run for future elections. In that sense an opportunity has been missed, they say.

Approval of the well managed economy and fear of radical Islam has made many western politicians and diplomats hesitate to air their criticisms in public. If, however, in the months ahead, the Algerian Islamic Salvation Front either comes to power or ends up sharing it with the Algerian army, then Tunisia could be in for a rude awakening.

Its leaders have voiced their fear of radical Islam for so long that they have convinced many Europeans that Tunisia could be the next domino to fall. This is disputed by many seasoned observers of Tunisia. They fear that the suppression of public debate on a wide range of topics and the muzzling of associations not directly sponsored by the government have deprived the president of safety valves. Were his policies ever to be seriously contested, Mr Ben Ali would be in the direct line of fire.

Buthelezi warns of a 'liberation war'

By Patti Waldmeir in Uthuli, KwaZulu

A liberation war lies ahead if the South African government crushes opposition to April's all-race elections, Chief Mangosuthu Buthelezi, leader of the Zulu-based Inkatha Freedom party, warned yesterday.

Inkatha seemed almost certain to act on its threat to boycott the poll, after Chief Buthelezi took a hard line on participation in a speech to the legislative assembly of the KwaZulu homeland which he heads, and after last-ditch talks planned for today between the Zulu King Goodwill Zwelethini and African National Congress leader Nelson Mandela were called off.

The meeting, to have taken place at Uthuli, the KwaZulu capital, was "postponed indefinitely" after the ANC said it believed Inkatha members planned to assassinate Mr Mandela. They insisted the venue be changed after learning that thousands of heavily-armed Zulus were expected to attend, but Inkatha refused. The ANC had counted on a private meeting between the two men, but Chief Buthelezi yesterday urged the king's supporters to attend.

Chief Buthelezi said the king would meet his subjects at Uthuli later today, to inform them whether or not they should be preparing for elections in six weeks' time. The chief implied King Goodwill would use that opportunity to

call for a boycott.

If he does so, it will be the first time the Zulu monarch has issued such an instruction, and will dash remaining hopes on the part of the government and the ANC that they could make a separate peace with the king to support elections publicly, despite Inkatha's planned boycott. The king said there would be "rolling Zulu mass action" unless his demands for Zulu sovereignty were met.

Chief Buthelezi yesterday accused the government and the ANC of trying to overthrow his government. "Agitators attempting to destabilise the KwaZulu government are trying to use the same tactics adopted against the government

of Bophuthatswana," he said. The government was ousted there last week through a combination of civil servants' strike, popular protest, security force mutiny and the intervention of South African troops.

If troops were sent into KwaZulu, the chief said, this would "spawn a struggle for liberation from ANC/National Party oppression with no parallel in Africa". He warned of the "highly explosive situation in KwaZulu", with tension likely to rise further when the Independent Electoral Commission acts, probably within a fortnight, to ensure political parties can campaign freely in the homeland, and polling stations can be erected there.

DC GARDNER

requires talented and creative
FINANCE PROFESSIONALS

seeking a POSITIVE CHANGE OF DIRECTION as
CONSULTANT-TRAINERS IN INVESTMENT
BANKING, TREASURY AND RISK MANAGEMENT.
(City based with frequent international travel)

Capitalising on its recent merger with the world leader in public financial training services, DC GARDNER is now spearheading the growth of its highly successful bespoke consultancy and training service to the international financial community.

REQUIREMENTS

- In-depth front-office experience of the main international capital market and treasury products, including derivatives.
- The personal credibility, energy and enthusiasm to communicate technical know-how to clients in an authoritative and professional manner.
- The intellect and sensitivity to conceptualise, create and deliver highly structured training programmes to audiences of varying backgrounds and levels of expertise.

These positions are likely to appeal to self-motivated finance professionals wishing to embark on a POSITIVE CAREER CHANGE in order to capitalise on their previous market experience. They must demonstrate a high degree of self-reliance and strong business sense, a keen commitment to research and development and the personality to motivate and influence others.

International experience, foreign languages and an enthusiasm for overseas assignments are of particular value, as is the ability to think laterally and proactively in the face of tight deadlines.

The ideal candidate is unlikely to be under 30 years of age but professional credibility, and excellent presentation skills will be the deciding factor for appointment.

The total compensation package on offer will include an attractive salary, performance-related bonuses, and private health insurance.

Please reply in the first instance to: Nicky Newage, DC GARDNER, Nestor House, Playhouse Yard, London EC4V 5EX.

A Division of Euromoney Publications Plc

ANALYST

Prestigious Investment Firm

has an outstanding position for an experienced analyst to help manage a risk arbitrage/distressed portfolio. Good benefits.

Curriculum Vitae to:

Box 2067, Financial Times, One Southwark Bridge, London SE1 9HL

APPOINTMENTS WANTED

ASSISTANT TO CHAIRMAN/CEO/MD

Business/Finance Graduate, 29 adaptable, intelligent, organised with management experience. Background: Finance/Marketing in blue-chip computer company. Worked overseas.

Seeks challenging, high profile position.

Write Box B2308, Financial Times.

One Southwark Bridge, London SE1 9HL

SPAIN

British Economics graduate with M.Sc. Computer Science seeks interesting and dynamic post in Madrid or North Spain at management/ executive level. 11 years very diverse professional experience: the last 4+ years in Madrid. Present post at management level in technology sector. 32 years old. Fluent Spanish, many Spanish contacts at all levels. Write to: Box B2375 Financial Times, One Southwark Bridge, London SE1 9HL.

SECURITIES ANALYST

with extensive experience in research and marketing to U.S. Institutional investors for American and European brokerage operations seeks Marketing, Consulting or Editing assignment with continental broker. Excellent writing skills. Fluent in French and German. Duan Smith, 43 Hasbrouck Place, Rutherford, NJ 07070 U.S. Tel. 201 338-6435

ACCOUNTS SUPERVISOR

Philips Pension Fund
London EC4

Philips Electronics is one of the world's leading electronics companies. The UK operation employs 11,000 staff and has an annual turnover of £1 billion. The Investment and Securities Division of the Philips Pension Fund is based in offices in the city of London, and manages the investment and securities portfolio for the Fund.

We are seeking an experienced Book-Keeper/Accounts Supervisor to join this small team. The key responsibility is to supervise administration of the Funds investments records, settlement procedures and cash deposits.

To succeed in this role, suitable candidates should have a thorough understanding of book keeping skills and an interest in and knowledge of investment practice and related settlement requirements across a broad scope of investment activities.

We offer a competitive salary and benefits package, and the opportunity to contribute to a successful investment activity.

To apply, please send your full CV to: Personnel Manager, Philips Electronics UK Limited, Philips House, 1-19 Torrington Place, London WC1E 7HD.

Closing date for applications: 31 March 1994.

Philips
Electronics

PHILIPS

FUND MANAGER, DISTRIBUTION FUNDS

Competitive salary plus financial sector benefits

An excellent opportunity has arisen for a dynamic and articulate individual to contribute to the investment management of Sun Life's rapidly expanding Distribution Funds.

Working closely with the Director you will assist in the management of £2bn invested in equities, fixed interest and index-linked funds with excellent opportunities to take on more responsibility in the long term. Successful applicants will require the following attributes:

- 5 years gilt and/or equity experience preferably gained in a fund management environment together with dealing experience
- a numerate degree with a B.A. or equivalent preferable
- proven use of initiative to make effective investment decisions
- excellent communication and presentation skills
- first class analytical and computer expertise including computer applications

Interested applicants should send full CV (including current remuneration) to: Harriet Gelling, Personnel Officer, Sun Life Assurance Society, 107 Cheapside, London EC2V 5DU.

Sun Life offers equal opportunities in employment and welcomes applications from suitably qualified people regardless of sex, marital status, ethnic origin or disability.

SUN LIFE
INVESTMENT MANAGEMENT
SERVICESDevelopment Position
to £25k Oxfordshire

Very strong 7+ years Windows Development skills including SDK, DDK, MDK; 3-5 years experience Weng Imaging development skills including Weng VS and OPEN/IMAGE; Visual Basic skills an advantage; 2+ years experience GUI design and usability analysis including walk-through testing skills; strong communication skills; must be fluent in English.

Apply in writing to: ref: AKU/101 Papirus Limited, 166 Ambrose Rise, Wheatley, Oxon OX33 1YF, England. (no agencies)

Group Finance Director
Remuneration c£90,000

For an expanding and profitable Northern based PLC with turnover in excess of £200m, manufacturing industrial products in the United Kingdom and abroad.

- **RESPONSIBILITY** is to the Group Managing Director for the financial management of a multi-site manufacturing group, providing strong leadership at the centre and to subsidiary finance directors. The prime tasks are to ensure tight financial control of group activities, improvement of management information systems and strategic input at board level.
- **THE REQUIREMENT** is for a chartered accountant and graduate, aged 38-48 years, with strong all round professional and commercial skills and good intellect. While quoted company experience is not essential, candidates must be credible in a highly operational environment.

Please write in confidence, enclosing a Curriculum Vitae, quoting ref: E7721 to

TK
SELECTION13-11 South Parade, Leeds LS1 5QS. Tel. 0532 426767; Fax: 0532 426888
A DIVISION OF TYZACK & PARTNERS

BEAR STEARNS

BOND ANALYST

A Bond Analyst is required by the Financial Analytics and Structured Transactions Department of Bear Stearns in London. As well as contributing to the general activities of the department, the person will be responsible for monitoring developments in the French Franc bond market. Work will include the formulation of portfolio strategy, the recommendation of trading ideas and the valuation of structured transactions. The Bond Analyst will be expected to demonstrate original thought and to communicate effectively with clients and senior management.

This is a challenging position for a motivated individual in an expanding fixed income operation. The successful candidate will be fluent in both French and English and educated to postgraduate level. A background in economics/finance is required and a detailed knowledge of fixed income instruments is necessary. Applicants should be numerate and will have gained 2-3 years experience in a similar position.

If interested, please send your CV, which will be treated in the strictest of confidence, to:

Mrs S. Callaghan
Bear, Stearns International Limited
One Canada Square
London E14 5AD

CONTROL ASSOCIATES

Management Consultants
Serving The Financial Community

FUTURES AND GLOBAL CUSTODY OPERATIONS

London Management Consultancy seeks experienced professionals with expertise in the following areas, for work in temporary consulting assignments:

Futures and Options:-

Back office Futures processing • Reconciliation and analysis of LIFFE traded products • Reconciliation and analysis of Far Eastern, including Japanese Currency Futures • Qualified Accountants with technical understanding of Futures • Options revaluation.

Global Custody :-

UK & International Settlements • Dividends • Corporate Actions • Cash & Asset Reconciliation • Portfolio Accounting.

Interested applicants, please contact Control Associates (UK) Limited on 071 929 5252 or alternatively send your Curriculum Vitae to us at our address:

Guild House, 36-38 Fenchurch Street,
London EC3M 3DQ
Or Fax us in confidence on 071 283 4466.

Japan consumers spend less

By William Dawkins in Tokyo

Japan's difficulties in reviving flagging consumer demand were underlined yesterday by the first annual decline in household spending for 12 years.

Japanese households spent on average 0.6 per cent less in real terms last year than in 1992, but set aside their spare cash for repaying debts rather than saving, the government's management and co-ordination agency said.

"They spent less on food and clothes, reflecting the austerity imposed by the recession as well as a switch away from the conspicuous consumption of

the late 1980s. By contrast, spending on cars, medicine and utility bills rose.

Two signs that Japan might be near the trough of its downturn emerged yesterday with a slowdown in the pace of corporate profits decline and a slight recovery in money supply.

Average pre-tax profits fell 6.2 per cent in the final three months of last year, compared with the same period of 1992, the Finance Ministry announced.

That makes a record 14 quarters of decline, but the decline was far less bad than the 21.6 per cent fall in the previous quarter, from July to September. The pace of decline in

turnover has also slowed, to 1.4 per cent.

Japan's money supply yesterday reversed a four-month slide, indicating that the government's economic stimulus packages might be starting to have some effect.

The broad measure of M2 and certificates of deposit, watched by the Bank of Japan in setting monetary policy, rose 1.6 per cent last month, from February 1993, continuing a revised 1.6 per cent rise in January.

Money supply had fallen steadily from September to the end of last year.

One worrying sign was a record 16.3 per cent decline in

capital investment in the final quarter, a reflection of Japan's high real long-term interest rates and companies' general reluctance to add capacity.

The recent rise in long-term bond yields yesterday led to a rise in an important government lending rate, likely to feed through to a rise in state-backed mortgage payments and government loan costs for small businesses.

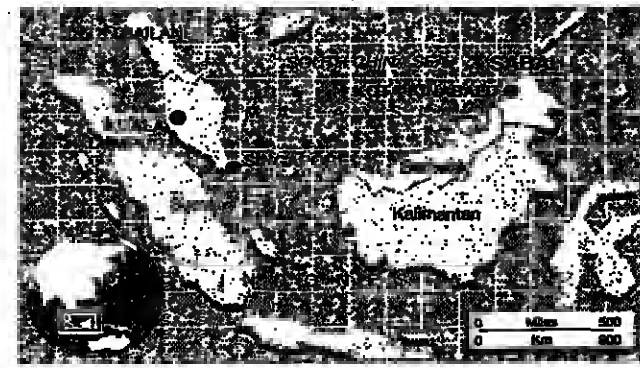
The Finance Ministry increased by 0.65 percentage points to 4.5 per cent its so-called "zaito" rate for lending post-office savings to other government institutions, the first rise since last June.

Mahathir at last gets Sabah to bow to Kuala Lumpur

Kieran Cooke on the struggle for control of a Borneo state

Sabah prides itself on being exotic. The East Malaysia state on the island of Borneo called "The land beneath the wind" by the early explorers, is home to the Rafflesia, one of the world's largest flowers.

Sabah's Mount Kinabalu is south-east Asia's highest mountain - an outcrop said to be home to spirits who have to be appeased by the yearly slaughter of a dozen white chickens. Orang-utans, once adopted as domestic pets, are taught the ways of the jungle at the state's special animal rehabilitation centre.



from detention late last year after being held for three years on suspicion of wanting to take Sabah out of the Malaysian federation.

But now the younger Kitingan is on good terms with Dr Mahathir and says his new party, so far a one-man show, will join the National Front.

As a result of the PBS defections and the formation of various splinter parties, the National Front was yesterday able to declare itself the party of power in Sabah.

"It is a sad decision for me but I truly feel this is the most honourable thing to do under the present circumstances," said Mr Pairen, resigning as chief minister.

Politics in peninsular Malaysia is divided on religious and racial lines, with the majority Malay Muslims, the Chinese and the Indians all having their own political parties. Sabah has had a different tradition: critics of Dr Mahathir say that the peninsula's racially divisive politics will now be imported into Sabah and could create tensions.

But the National Front is likely to bring plenty of money to the state. Businessmen once fearful of investing in Sabah for fear of upsetting Dr Mahathir are now likely to flood in. There is already talk that a ban on the export of logs imposed by the PBS to preserve the state's dwindling timber reserves will be lifted.

Having finally tamed Sabah, the National Front is unlikely to loosen its grip. Perhaps "The land beneath the wind" will not be quite so exotic any more.

Moscow fights for Kazakh oil share

By Steve Levine in Alma Ata

Russia has increased the pressure on Kazakhstan and its western partners to give Moscow a stake in two of the largest energy projects in the former Soviet Union.

The Russian targets are the Tengiz oil field being developed by Chevron of the US and the \$6bn (£4.1bn) Karachaganak gas development being negotiated by British Gas and Agip of Italy.

"The Russians want an equity share [of the Chevron project] and they're going to squeeze till they get it," said a western diplomat in Alma Ata, the Kazakh capital.

Moscow argues it has "an inherent proprietary interest" in natural resources discovered during the Soviet period, says Mr Ben Miller, director of the consultancy firm Ernst & Young in Alma Ata. This applies to Tengiz, where Chevron plans gradually to expand production from 67,000 barrels a day to 700,000 bpd by 2010.

But Russia has restricted exports to just over 20,000 bpd, claiming the presence of the corrosive contaminant mercaptan makes larger shipments unacceptable. The two sides have also failed to agree over the route of a new pipeline to carry the increased volume of exports.

Western diplomats say Mr Yuri Shadrinnik, the Russian energy minister, has made it clear that Russia also wants a share of Karachaganak, located in northern Kazakhstan near the Russian border.

They say British Gas and Agip would probably have to reduce their prospective shareholdings to accommodate a Russian stake. This would be a departure from a precedent set in neighbouring Azerbaijan, where Russian political pressure recently caused the Baku government to accept a dilution of its stake in a consortium being led by British Petroleum to accommodate the Russian integrated oil company, Lukoil.

A Kazakh official said it might offer a 3-4 per cent equity stake to Transneft, a Russian state-owned pipeline operator. But several western oil executives in Alma Ata said the final stake was likely to be closer to 10 per cent.

The prospect is making some western executives nervous. "We've already got so many problems that if Russia does get these shares it's going to scare a lot of people," said one.

Boost for NZ debt rating

Moody's Investors Service has upgraded New Zealand's foreign currency debt rating to AA2 from AA3. Reuter reports from New York. About US\$7.5bn (£5.2bn) of long-term debt is affected.

Not only has New Zealand's foreign currency debt-to-exports ratio been declining rapidly, but this ratio was expected to continue falling over the next several years, Moody's said. It also expected New Zealand's current account and government budget deficit to move into surplus.

It seemed almost certain that important political realignments would occur within New Zealand as a result of the adoption of a "mixed member proportional" electoral system (MMP), but these should continue to reflect the underlying support for the overall reform process.

New Zealand should hold a referendum on abandoning the British crown as head of state, Prime Minister Jim Bolger said in Blenheim yesterday. AP reports. He wants the country to become a republic by the year 2000.



Lewis Preston listening to reporters' questions in Manila yesterday

WORLD BANK EASES DEADLINE

The World Bank has extended to June 30 the deadline for the Philippines to comply with terms attached to the second and last tranche of an economic integration loan (EIL).

Mr Callisto Madano, World Bank director for the East Asia and Pacific region, said yesterday, AP-DJ reports from Manila.

Mr Madano said the bank had to move back the original December 1993 deadline to give the government more time to meet the remaining conditions attached to the EIL, notably liberalised import of used trucks and buses and the easing of restrictions on farm imports, specifically maize.

Local officials are still trying to amend existing rules to be able to avail the Philippines of the \$300m (£136.9m) left in the EIL.

During the same news conference, Mr Lewis Preston, World Bank president, asked the government to address business concerns about the deterioration of the country's education system and the poor state of local infrastructure.

He said, however, that despite these factors, the World Bank was still convinced the Philippines would succeed in carrying out its economic plans and that the bank "will continue to give strong support to the Philippines government on its development efforts".

NEWS IN BRIEF

Egyptian army officers executed

Egypt executed two army officers yesterday for plotting to kill President Hosni Mubarak and sentenced nine Muslim militants to hang for trying to kill Prime Minister Atef Sedki. Reuter reports from Cairo. The militants, held in cages in the court, exploded with rage at their sentences, chanting: "We will go to paradise, Mubarak, and you will burn in hell. We will kill you. Death is coming to you, Mubarak."

An army firing squad in Alexandria executed the two army officers. They were convicted in a secret trial last month for plotting explosives at an airstrip near the Libyan border which was to be used by Mr Mubarak. A third officer sentenced to death is on the run. The three have been held as heroes by Gama'a al-Islamiya, which is fighting to replace the Egyptian government with a strict Islamic state.

Infiltration of the armed forces by Muslim militants is one of the Egyptian government's worst nightmares. It was such a group, led by army Lt Khalid al-Islambouli, which murdered President Anwar Sadat at a military parade in 1981.

DuPont opens in Vietnam

US chemicals company DuPont opened an office in Ho Chi Minh City yesterday and said Vietnam would be a focal point for its efforts to quadruple sales in the region by the turn of the century. Reuter reports from Hanoi. It was one of the first US companies to open shop since President Bill Clinton lifted a 30-year economic embargo against Vietnam on February 8.

Mr David Pang, vice-president Asia Pacific, said DuPont saw the region as its most significant growth area and intended to develop manufacturing, marketing and technical operations and form strategic alliances. It was looking to quadruple its sales in the region to \$10bn (£6.7bn) by 2000 and move it from 7 to 20 per cent of global sales, he said.

N Korea under pressure

A senior US official said yesterday North Korea could still forestall a move toward international sanctions if it kept its promise to allow inspection of nuclear sites. He urged Pyongyang to act quickly, Reuter reports from Washington.

Mr Winston Lord, assistant secretary of state, told Congress that US high-level talks with North Korea scheduled for Monday had been cancelled and the suspension of Team Spirit military exercises with South Korea was being reconsidered.

The International Atomic Energy Agency's board of directors is to meet on Monday to decide what to do about Pyongyang's interference with the inspection team that returned this week from North Korea. If there is no move by Pyongyang to satisfy the IAEA, the board is expected to refer the matter to the United Nations Security Council, which could impose sanctions.

Sudan peace talks held

Sudan's government and rebels met in Nairobi yesterday at the start of a fresh initiative to try to end almost 11 years of civil war. Reuter reports from Nairobi.

The presidents of Kenya, Uganda and Ethiopia and the foreign minister of Eritrea - co-sponsors of the peace initiative - first held a closed-door meeting at Kenya's State House with Lt Gen Omar Hassan al-Bashir, the Sudanese leader. Gen Bashir left State House without speaking to reporters and flew back to Khartoum. He did not meet the rebel leaders present in Nairobi.

Emirates has been voted Airline of the Year 1994. (It was hardly a one horse race)

NEWS: WORLD TRADE

Moves to speed up WTO negotiations

By Frances Williams in Geneva

Trade negotiators in Geneva yesterday reached broad agreement on two important procedural decisions to be taken by ministers next month in Marrakesh when they meet to sign the Uruguay Round trade liberalisation accord.

The first aims to speed up negotiations with countries which, for one reason or another, will not automatically qualify for membership of the World Trade Organisation, the powerful new world trade body that will supersede the General Agreement on Tariffs and Trade next year.

The draft decision would allow negotiations on WTO membership to start immediately after the Marrakesh meeting, without waiting

for the organisation to be established.

Countries affected fall into four categories: China and Algeria, which participated fully in the round but are still negotiating Gatt membership; some less developed nations which have not yet submitted tariff and services schedules; some Gatt members which joined too late to take a full part in the round; and countries joining Gatt after the Marrakesh signings but before the WTO comes into force, probably next January.

The second draft decision establishes a WTO preparatory committee with widely-drawn terms of reference to bridge the transition between the Marrakesh meeting and the WTO's entry into force.

The committee, open to all countries eligible to be WTO

founder members, would handle administrative, financial and procedural matters relating to the future WTO, including accessions.

It would also draft terms of reference for WTO subsidiary bodies and launch the work programme already agreed in the Uruguay Round, for instance, on some aspects of trade in services, and the links between trade and the environment.

Still to be decided, and highly controversial, is whether the preparatory committee is able to discuss other suggestions for future work by the WTO.

The US and some European countries want worker rights to go on the WTO agenda, but this is vigorously opposed by many developing nations.

House-Senate conference set to seek compromise after Republican filibuster

US technology aid bill blocked

By Nancy Durne in Washington

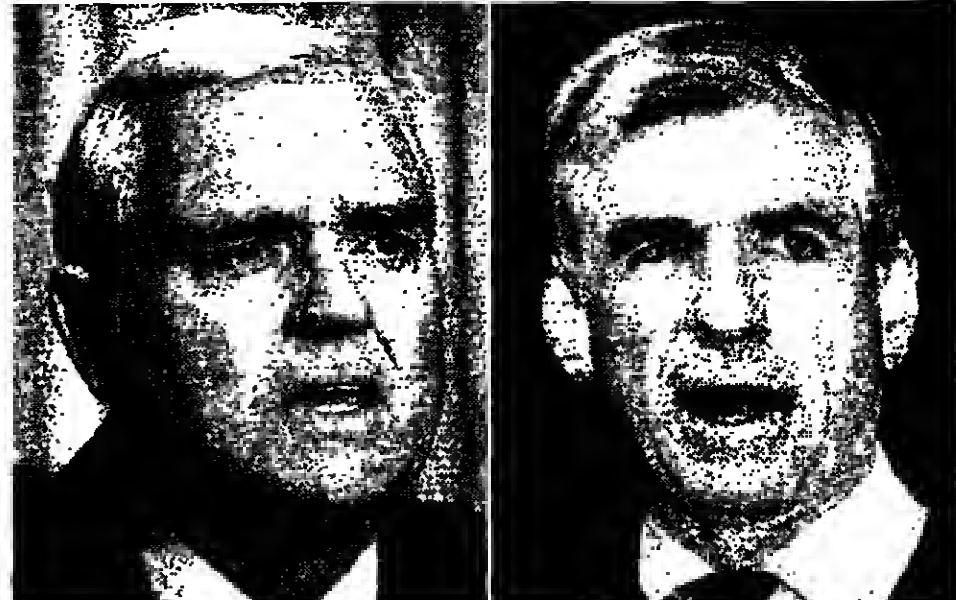
Controversial US legislation to speed the development of new manufacturing technologies and an "information superhighway" looked set yesterday to be sent to a House-Senate conference for a compromise to be thrashed out.

A week-long Republican filibuster in the Senate forced Democrats to slash funding for the measure from \$2.8bn to \$1.9bn (£1.3bn).

Democratic Senator Ernest Hollings, chairman of the Senate commerce committee, said the legislation would help US companies face serious long-term global competition in technology. "It allows the government, our universities and our industries to work together in a partnership to support research for small and medium-sized manufacturers and technology firms," he said.

The legislation expands a smaller initiative approved during the Bush administration. It would also:

- raise from 7 to 14 the number of manufacturing technology centres where government and universities provide technical advice to businesses, and add a number of small centres.
- provide \$461m for the



Proponent and opponent of the measure: Senator Ernest Hollings (left) and Senator John Danforth

advanced technology programme, a scheme which provides research grants to businesses developing technologies of broad economic value.

● upgrade the government's high-performance computing and networking programme for the creation of a national information infrastructure.

● direct government agencies to work with computer companies and users to research advanced applications for education, healthcare, manufacturing and information.

● authorise a pilot programme to stimulate investment in technology companies.

Although US business groups have long sought government financing for generic technologies, many Republicans oppose such measures on the grounds that they constitute an "industrial policy" giving the power "to pick winners and losers".

The leading opponent, Senator John Danforth, a Missouri Republican, used the filibuster to demand that the Clinton administration reopen negotiations in the Uruguay Round on a subsidies agreement pact which legitimised but also limited research and development aid.

He is proposing instead of subsidies a permanent research and development tax credit.

Congressional Democrats said privately that Republicans were trying to deny a victory to President Bill Clinton, who strongly supports such technology development programmes. "They didn't want the money to get to the Commerce Department for use as a slush fund to buy the 1996 election," said one congressional Democrat. Particularly they do not want it to go to the energetic Mr Ron Brown, the commerce secretary and former chairman of the Democratic party, who is gaining many adherents in the business community.

While the legislation increases government aid to industry, it is still less than 2 per cent of the \$70bn the US spends on research and development. About \$40bn of that goes to the military.

Rivals link up to win ship order

By John Burton in Seoul

Mitsubishi Heavy Industries of Japan and Samsung Heavy Industries of South Korea, in a rare show of co-operation for the shipbuilding industry, have

received a joint order for six large container ships from Hong Kong's Orient Overseas Container Line.

According to Samsung, it is the first time rival shipbuilders from Japan and South Korea have formed a consortium to bid for an order.

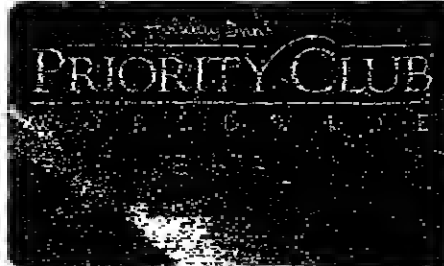
Mitsubishi will construct four of the ships and Samsung two. The vessels are for delivery in late 1995 and early 1996.

A SPECIAL SELECTION OF

FREE

OFFERS AWAITS NEW
PRIORITY CLUB MEMBERS.

Enrol in our exciting new Priority Club programme and you'll enjoy some very special benefits. As a start, membership is free until 28 February 1995 if you join before 30 June 1994. The Welcome Pack we will send you contains vouchers for some rather exclusive introductory offers*; like two nights for the price of one Weekender break, an upgrade to an Executive Club bedroom, or a free dinner during your stay. So enrol today at any Holiday Inn hotel or call the Priority Club Service Centre at the number below.



* Full details upon application.

* Holiday Inn®

STAY WITH SOMEONE YOU KNOW

FOR MORE INFORMATION ON PRIORITY CLUB PLEASE CALL OUR PRIORITY CLUB SERVICE CENTRE ON INT. 31-20 606 02 34 OR FAX INT. 31-20 606 54 64.
FOR RESERVATIONS, CALL TOLL-FREE: AUSTRIA: 066 08 595, BELGIUM: 0800 1 99 77, DENMARK: 80 010405, FINLAND: 9800 13113, FRANCE: 05 905 999,
GERMANY: 0130 815131, IRELAND: 1 800 553155, ITALY: 1678 77399, THE NETHERLANDS: 06 0221155, NORWAY: 800 11 333, SPAIN: 900 99 31 19,
SWEDEN: 020 793 793, SWITZERLAND: 155 11 75, UK: 0800 897 121.

Uproar forces Brussels switch on silk quota

By Rachel Johnson

The European Commission has demonstrated its misjudgement of the scale of European textiles trade with China by changing its quota system governing silk imports only days after it came into force.

On Monday a new European Union-wide quota of 20,000 tonnes for Chinese silk, linen and ramie was imposed, provoking an immediate uproar from importers who regarded the quota as way below their expectations.

The Commission arrived at the 20,000-tonne figure by taking the 1992 trade level of 12,000 tonnes and adding 8,000 tonnes to accommodate growth in the product and newcomers to the market.

The quota was originally to be allocated on a first-come-first-served basis. But following a meeting this week, past performance will also be taken into account when dividing up the quota.

The first 12,000 tonnes will be granted to companies that were trading in 1992; they will be given a share identical to their 1992 level of imports. The remaining 8,000 tonnes will be shared between companies that have already paid for goods not covered by quota and newcomers.

The UK Department of Trade and Industry's import licensing division yesterday began contacting all silk importing companies on its books requiring them to file by 5pm tomorrow returns certifying flows of imported textiles from China.

An official warned yesterday that if this method of administering the quota failed to meet industry's requirements, then the UK would be pressing next week for the EU to enlarge the quota.

TMT Europe, second-largest UK importer of Chinese silk after Tie Rack, said that it had doubled its turnover since 1992 and could fill the entire quota on its own.

Japan eases curbs on foreign lawyers

By William Dawkins in Tokyo

The Japanese government has finalised plans to ease restrictions on foreign lawyers' freedom to do business in Japan.

Under plans prepared by the Justice Ministry, foreign and Japanese law firms would be allowed to merge and to practise foreign and Japanese law from the same office. At present, clients have to go to separate legal offices.

However, foreign lawyers will continue to be prevented from arguing Japanese cases in Japanese courts.

The proposals are expected

to be laid before parliament early next month. The aim is that they should take effect within a year.

They are the result of longstanding pressure from the European Union and the US, keen to have access to Japan's lucrative but tightly controlled market.

The Japan Federation of Bar Associations has been understandably reluctant to expose itself to foreign competition, but it compromised with the Justice Ministry after Mr Morihiro Hosokawa, the prime minister, seized on the plans as part of his deregulation drive.

Iran scraps visas for free zones

Iran has scrapped visa requirements for foreigners visiting its free-trade zones, according to a senior official, Reuters reports from Tehran.

Mr Morteza Alviri, head of the high council of free zones, said that under newly-approved regulations foreigners could stay in the three zones without visas for up to two weeks.

They would need police permission to stay longer or to travel to the rest of the country, Mr Alviri added. His comments were reported by Hamshahri newspaper.

The zones - Kish island in the Gulf, Qeshm island in the Hormuz Strait and Chah Bahar on the Gulf of Oman - were set up in 1988 to promote foreign investment, export-oriented industries and trade.

Critics in parliament opposed easing of entry regulations for the zones, saying it would create security problems along the country's main sea routes.

Guyana ends investment tax breaks

By Canute James in Kingston

Guyana has abolished tax holidays for foreign investors, creating what Mr Asgar Ally, finance minister, says will be "a level playing field for all investors".

Local business has been complaining of being put at a disadvantage to foreign investors who have enjoyed grace periods and exemptions from a range of taxes and duties.

"Existing tax holidays will be allowed to expire," said Mr Ally. "We have not been granting special holidays to anyone for more than a year."

The Guyana government has been seeking foreign investors to expand the economy which is based on gold and bauxite mining and sugar and rice production. Several have invested in power generation, telecommunications and mining over the past four years as the government has been selling off a number of state-owned enterprises.

Bank gets more freedom on gilts issues

By Philip Coggan
and Gerner Middelmann

The UK Treasury yesterday announced it was giving the Bank of England greater freedom to operate in the government bond (gilts) market. Once annual guidelines on funding policy have been set by the Treasury, the Bank will be effectively free to choose the timing and nature of gilt issues.

The change is another step towards giving the Bank control over "technical" matters of policy with the Treasury retaining the power to decide

strategy. It follows the announcement last year by Mr Kenneth Clarke, the chancellor of the exchequer, that the Bank would have control of the timing of interest rate cuts.

Analysts stressed that the Bank had always had the main responsibility for the timing of gilt issues and the announcement was unlikely to make much difference to funding policy. Nevertheless, Mr Don Smith, UK economist at Midland Global Markets said "This move puts the Bank of England further along the road to independence - it's a very subtle move, and means more autonomy for

the bank." Mr Simon Briscoe, UK economist at S G Warburg Securities described the change as "a further important step towards Bank freedom and towards a more orderly market."

Both the Bank and the Treasury emphasised that the new structure is designed to be more efficient. According to the Bank, the system provides a "fast track process" for approving individual decisions for auctions.

In a statement, the Treasury said that "in the past, individual decisions on funding were taken after discussion between Treasury Ministers, Treasury officials, and the Bank of

England. In future, any operations the Bank proposes that fall within the remit and the guidelines will normally be approved by Treasury officials."

A formal remit for the Bank will be set out by the Treasury at the start of the financial year, which will reveal the expected gross issues of gilts needed to fund the borrowing requirement. Previously, gilts traders had been forced to estimate this.

The Bank set out its policy for the 1994-95 financial year yesterday. It said that the likely gross sales of gilts would be £37bn, and it would continue

to fund via a combination of monthly gilt auctions and sales of stock "on tap" in the secondary market. Individual auctions will be for between £2bn and £5bn of stock and will normally be held on the last Wednesday of the month.

The Bank has called a meeting at 4pm today London time to discuss the new structure with market-makers but the City welcomed the greater openness of the system. Mr John Shepherd, chief economist at Yamachi International Europe, said "this is a useful step in terms of the transparency of the Bank's operations."

Britain in brief



Swans faces long wait for key order

Swan Hunter, the Tyneside shipbuilder in receivership, faces a damaging four-month wait to hear whether it has won a Ministry of Defence order crucial to its future.

The MOD said yesterday it would not decide until July whether to award the order to the shipbuilder, which is currently in liquidation.

Swan Hunter's receiver, Price Waterhouse, said that a study by Price Waterhouse, the accountants, had found that a successful sale could not be achieved if competition were introduced into testing.

poor records could still face increases. "Overall comprehensive premiums should drop by 5 per cent or more," said Mr Hilbert.

On the basis of Hill House's statistics the average cost of a comprehensive motor insurance policy has already fallen from £42.54 to £41.73 in the past four months, while average rates for non-comprehensive policies, which cover third party liabilities and some other risks - have dropped from £280 to £273.

'No' to HGV test sell-off

The government has decided against privatising the testing of heavy goods vehicles and buses, currently carried out by the Vehicle Inspectorate, an executive agency of the Department of Transport.

Mr John MacGregor, Transport secretary, said that a study by Price Waterhouse, the accountants, had found that a successful sale could not be achieved if competition were introduced into testing.

Van sales back up confidence

Sales of vans and other light commercial vehicles bought on hire purchase or other forms of finance, up by more than one half last month, providing a further sign of returning business confidence, particularly among small traders.

Finance sales of new light commercials rose by 51.2 per cent. But this was narrowly eclipsed by finance sales of used commercials, which jumped by 52.6 per cent.

Statistics from HPI, the vehicle credit information organisation, also show a 47.6 per cent rise in finance sales of used trucks and other heavy commercial vehicles, and a rise of 22 per cent in finance sales of new "heavies".

600 jobs to go at W.H. Smith

W H Smith, the UK retail and distribution group, expects to cut up to 600 jobs as part of a restructuring plan in its stores which will reduce the number of management layers from four to two.

W H Smith said it hoped the majority of the redundancies would be voluntary.

The announcement is the latest in a series of retail job losses, including 800 at Tesco, the second-largest grocery chain, and 600 at J Sainsbury, the UK's biggest grocer.

British Coal to cut 320 jobs

British Coal is to cut at least 320 jobs at its Harworth, Nottinghamshire, colliery, in a move which signals significant further restructuring of the industry prior to privatisation later this year and next.

Although British Coal has completed the bulk of the industry rationalisation which began 18 months ago, it is thought that two or three more pits will be closed within the next few months among the 17 which are currently in operation.

Why parent companies want local components

Mr Terry Davies, purchasing director for Panasonic Europe's television division, may be on the verge of a breakthrough.

Two decades after Panasonic's parent, Matsushita of Japan, established colour television manufacturing operations in the Welsh capital, Cardiff, he believes he has found a local source for screws, nut, bolts and washers.

For 20 years the Cardiff plant, on the Penryn Industrial Estate, which makes 500,000 sets a year, has imported fastenings from Japan. Local manufacturers simply do not turn out a broad enough range of fixings in sufficient volume to compete on price with Japanese makers.

Companies like Matsushita are anxious to buy from local companies - which means anywhere in Europe. The company spends £140m a year on goods including video cabinets from Germany, plastics from Sweden and packaging from the UK and 21 people in the Cardiff purchasing department are continually looking for additions to Panasonic's 150-strong list of suppliers.

There are good political reasons for Panasonic's policy. The company wants to be seen as a good Euro-citizen, helping to avoid trade friction and giving business to local suppliers in ways which improve the quality of their products.

There are also good commercial reasons - for example, delivery of a new design of component from the Far East can take five to six weeks, compared with a few weeks for the same component sourced locally.

But some years ago, manu-

facturers like International Business Machines of the US complained bitterly that they could not buy components of adequate quality locally within Europe.

The Panasonic experience suggests that things have improved, but there are still trouble spots, and some components seem unlikely ever to be sourced in Europe.

Last year some 72 per cent, measured by value, of the content of Panasonic Europe's televisions up to 33 inches in screen size came from European suppliers. The lion's share is picture tubes - which represent roughly 40 per cent of the value of a set - which come from Philips of the Netherlands and Thomson of France.

Mr Davies says he wants to increase local content to 82 per cent by 1996 - leaving 11 per cent from south east Asia and seven per cent from Japan. The printed circuit board, the electronic cornerstone of the television set, is a case in point. Last year, Panasonic sourced all its pcbs from Japan and south east Asia. By 1996, Mr Davies hopes to buy 25 per cent of his pcbs from Belgium.

The plant used to buy all boards locally, but stopped because of poor quality. Now the problem is quantity. Cardiff can use up to 22,000 boards a day in peak months of production and local suppliers have been unable to meet the

volumes to meet such demand. The most safety-critical component in a colour television set is the flyback transformer (fbt), at the end of the picture tube, which generates the thousands of volts needed to drive the picture gun.

Cardiff buys more than 75 per cent of its fbts from Japan and south east Asia, and some 23 per cent from Mico, a Matsushita subsidiary in East Kilbride, Lanarkshire. By 1996, the plan is that 55 per cent will come from East Kilbride.

Mr Leahy says statutory standards for fbts are higher in Japan than in Europe and Mico builds to Japanese quality. Replacing Mico's products from a European owned company would not be a priority. Similarly, he will "never" buy electrolytic capacitors, devices which store electric charge, from Europe.

The complicated mouldings for the set cabinets also come from expatriate Japanese companies - Diaplastics of Bridge and Mumeta in Dublin. In a complicated tripartite sourcing deal, Panasonic is buying advanced Italian moulding tools from Italy, costing £300,000 each to install at Diaplastics.

Mr Davies says Panasonic's insistence on quality and reliability has markedly improved suppliers' performance, but he still detects a greater willingness among Asian companies to make the extra effort to satisfy his needs compared with their European counterparts.



Michael Heseltine said rows with Britain's partners did the UK no harm

Cabinet backs EU veto plan

By Roland Rudd

Mr Douglas Hurd, the UK foreign secretary, last night appealed for support from senior Conservative backbenchers for an eventual compromise over Britain's demand that there should be no change to its EU blocking veto.

The foreign secretary earlier received the cabinet's backing for a deal which "preserved the substance" of the UK position, which seeks to prevent the number of votes needed to block legislation from rising from 23 to 27. But he was warned by Euro-sceptics that they would not vote for any deal which "further diluted the Common's authority".

Both Mr Hurd and the prime minister, however, have made it clear that the dispute should not lead to a delay in enlargement of the community.

Mr Major insisted that Mr Hurd was negotiating to safeguard Britain's short and long-term interests, and added: "I am entirely confident that a deal can be done in an acceptable way without any question of delaying enlargement."

Without a compromise by Britain and Spain, which have been opposing the proposal to increase the number of votes required to block decisions, Sweden, Finland, Austria and Norway will be unable to join the EU by next January.

Mr Michael Heseltine, trade and industry secretary, said Mr Hurd had the full support of his cabinet colleagues for negotiations with EU foreign ministers on Tuesday.

He said he has always described himself as a European because Britain's membership of the EU was "a policy extension of Britain's self-interest". It did the UK no harm if there were rows with Britain's partners, he argued.

The government plans to bring forward legislation in the autumn if there is agreement on enlargement. But a number of right-wingers and Euro-sceptics are threatening to rebel if the government compromises over weakening its blocking veto.

Sydney plea leads to 'illegal' law raid

Mr Michael Howard, the UK Home Secretary, was yesterday ordered by London's High Court to pay court costs estimated at £100,000 - £150,000 for unlawfully authorising the police to seek a warrant to raid a leading London law firm after a request for assistance from the Australian government, writes Robert Rice.

The Court ordered that documents seized during the raid on the offices of solicitors Theodore Goddard and accountants Stein Richards should be returned.

Mr Howard had denied that he, or the Home Office, had acted unlawfully in responding to a request from the Australian government for help in a criminal investigation. But the Court said he had failed to follow the correct procedures for handling a request for assistance.

In August last year Mr Howard received a request from the Australian DPP for assistance in obtaining information on an investigation involving the Sydney-based Scheinberg group owners of the Best & Less retail chain.

After vetting the request, Mr Howard passed it to the Metropolitan Police giving them a free hand in deciding what procedures to follow in obtaining the information.

At the end of October, following a further request for documents from Australia which was passed by the Home Office to the police without vetting, the police obtained search warrants from an Old Bailey judge and raided the offices of the two firms, both of which act for Scheinbergs.

The documents seized were then handed by the police directly to the Australian authorities in breach of the terms of law which requires they are the right documents and that they are not privileged.

The Home Secretary said last night he was considering an appeal.

MPs set to urge finance shift for Post Office

By David Owen

Britain's Post Office should be free to raise money outside the public sector borrowing requirement to enable it to compete against new rivals in the public sector, an influential committee of MPs is set to recommend.

In a report on the Post Office's future to be published next week, the Treasury and industry select committee on which the Conservatives have a majority - will urge the government to disclose the findings of its 19-month review of the corporation as soon as possible.

It will argue that uncertainty over

government's plans for the Post Office is putting the corporation at a serious disadvantage with regard to domestic and foreign competitors, and that the status quo is not an option.

But the report will stop short of recommending specific action to improve the corporation's position.

The report comes as the government's problems in devising a course of action for the Post Office have been underlined by pressure from a powerful group of cabinet ministers to shelve plans for further radical legislation in the 1994-95 parliamentary session.

These ministers believe that with the government already committed to diffi-

cult legislation next year on social security benefits, pensions and Europe, it cannot afford to take unnecessary risks.

The committee's move - which is intended to clear the way to allow the government to concentrate on rebuilding a reputation for its competence ahead of the next general election - looks set to delay indefinitely the Post Office's privatisation.

Several ministers have warned that privatisation of the Royal Mail would invite strong opposition both in the Lords and among Tory MPs because of potentially damaging implications for rural services and local post offices.

Mr Michael Heseltine, trade and

industry secretary, told the committee last month that there was a strong economic case for privatising the Royal Mail, while indicating he had been prevented from doing so by political considerations.

He said the alternative to privatisation - the "halfway house" of giving the Post Office more commercial freedom within the public sector was also proving extremely difficult. He had approached this with less enthusiasm than he had full privatisation.

Mr Heseltine made no apologies for not concluding the review, saying it would be "irresponsible" to rush the decision.

Synthetic bone can knit with the real thing

By Clive Cookson,
Science Editor

Scientists have made and tested a replacement bone material which knits cleanly together with real bone.

The "bio-ceramic" has been used successfully to repair the cheek bones of 30 patients. This year a larger clinical trial will start with 400 people who require facial reconstruction.

But the most important application will be in hip replacements, said Prof William Bonfield, head of the research team that produced the artificial bone at Queen Mary and Westfield College, London. It could eventually transform the outlook for the 500,000 people a year who undergo hip replacements, as it would last a lifetime.

The metal and ceramic implants used today have to be replaced surgically every five to 15 years, at an average cost in the UK of £5,000 each time. They fail when the patient's bone shrinks away from the hard implant and the joint works loose.

Prof Bonfield told a conference in London yesterday that his team expected to begin clinical trials within two years in people whose first artificial hips have failed. His new material is a composite containing hydroxyapatite, the main min-

eral in bone, blended with polyethylene plastic.

Several other research groups have formulated artificial bone from hydroxyapatite. What makes the London material a world first, according to Prof Bonfield, is that unlike the others it has the same micro-crystalline structure as real bone. That enables the patient's bone to grow cleanly into the implant.

The secret - which Prof Bonfield is now negotiating to commercialise with an unnamed healthcare company - lies in the way the London group preserves crystals of a few nanometres (a millionth of a millimetre) long while making the hydroxyapatite into a ceramic.

Other participants at the Hammersmith Hospital conference on "nanotechnology in medicine" responded enthusiastically to the innovation. Prof Colin Humphreys, a materials scientist at Cambridge, said medical researchers had come to realise over the last year or so that "they have to work with nature on a nano-scale" if they are to make materials truly compatible with the human body. He forecast that nanotechnology would lead - perhaps in 50 years - to implanting silicon chips in the human brain "as an aid to memory or treatment for Alzheimer's disease."

London 'hindered by lack of planning'

By John Wilkins,
Public Policy Editor

London's future as a world city has been weakened by the absence of a single planning authority for the central business district, according to Hillier Parker, the property agents.

The UK capital is unable to co-ordinate its efforts to attract inward investors in the same way as other European cities such as Paris and Frankfurt, the firm says.

London's competitors have single local authorities that can offer comprehensive packages to international businesses which are looking for a European base. Since the abolition of the Greater London Council in 1986, planning in London's centre has been the responsibility of 10 inner-city boroughs, loosely co-ordinated by central government's Department of the Environment.

They have been urged to maintain a Central Activities Zone where priority will be given to the business and economic development which is essential to the capital's status as a world city. However, a study by Hillier Parker shows that the 10 boroughs have designated less than half the city centre as part of the Central Activities Zone.

Much of the central business area - defined by the register general using demographic data revealing where property is mainly non-residential (see

map) - has been left out. This includes all of the central business area in the three boroughs on the south bank of the River Thames: Wandsworth, Lambeth and Southwark. Islington, which adjoins the City financial district, has designated only one small area as part of the zone.

"Overall the picture is of a city that is shrinking and becoming more fragmented in planning terms," says Mr John Parmliter of Hillier Parker.

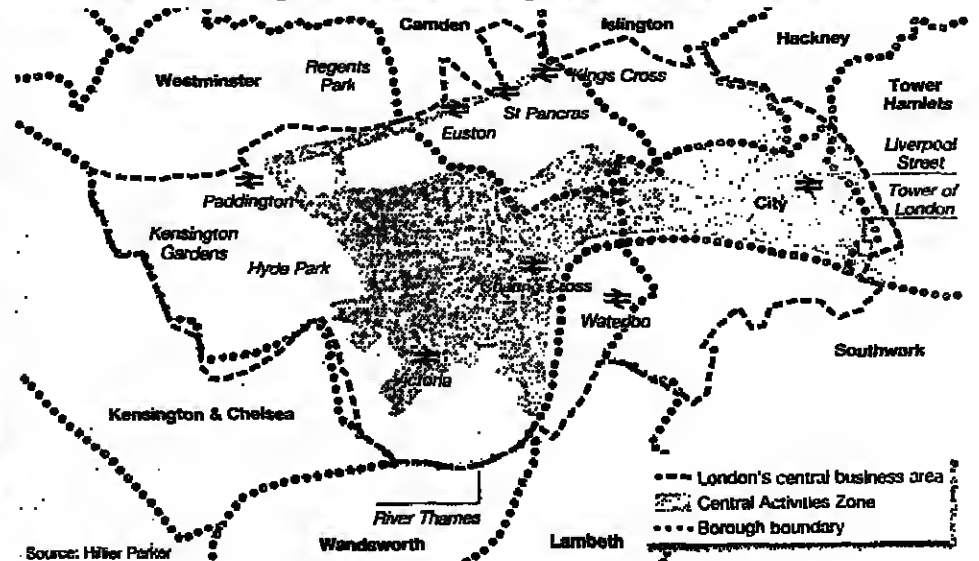
As a result, London will find it harder to attract international businesses to the capital, adds Mr Parmliter. Currently there is no single body promoting inward investment into the UK capital. Efforts to create a "First-Stop Shop" have been made by London Forum, a private-sector initiative launched last year to promote London.

So far, it has had to rely on funding from three organisations: the City of Westminster, the Corporation of London (which governs the financial district colloquially known as "the City") and the London Docklands Development Corporation, an urban regeneration quango.

A feasibility study on the potential for the First-Stop Shop found that other European cities such as Frankfurt and Paris have central organisations for promotion to inward investors, with budgets of several million pounds a year.

In Paris, a deputy mayor

Lack of authority: the capital's planning boundaries



with a budget of £4m a year promotes economic development. A glossy brochure, Paris: No Greater City for Working and Living, underlines the advantages of dealing with a single local authority for the inward investor.

Last year, it was left to the City Corporation and the London Docklands Development Corporation to represent the capital at the Hong Kong World Property Market convention. Other European and UK cities have long marketed their attractions at such events.

Each of the 10 inner-city London boroughs is now

completing its first unitary development plan setting out strategic planning policies on matters such as areas to be designated for business development.

Little effort has been made to co-ordinate the 10 plans, says Mr Parmliter. "Some of these boroughs appear to regard their central London areas as distractions from their responsibilities to residents."

"There is no agreement between them on what constitutes the central activities zone. Camden excludes all but a small part of its area while neighbouring Westminster casts the net far wider," he says.

Comparison of the 10 maps shows that neighbouring boroughs have different planning policies. Their plans even disagree on factual matters as the line of the underground railway and the route for new lines such as Crossrail.

Most of the boroughs' plans for the central area are too advanced to be altered significantly. "By the time we wake up to this, it will be too late to do anything about it," says Mr Parmliter.

"How can we compete with Paris and other cities with such an incoherent approach?" he asks.

THE PROPERTY MARKET

Market slow to buy retail stock

The revival in property share prices promised to make this spring a golden opportunity for property companies to join the stock market. But this week's placing and offer by Capital Shopping Centres, a £830m retail company, met with a lukewarm response.

CSC is the retail property arm of TransAtlantic, the insurance and property group. Its sponsor, Robert Fleming, has succeeded in placing 65 per cent of the £300m-worth of shares on offer with institutions, the remainder being on offer to the public until March 23. However, few analysts expect the shares to provide quick profits.

The problem is not that the company lacks attractions. It will be the sixth largest property company on the market and, as the owner of seven of the UK's most prominent shopping centres, it is the market's only large retail sector specialist.

Moreover, its high quality assets, low level of borrowings and good rental growth prospects should ensure a steady rise in its income. Mr David Tunstall of Smith New Court, brokers, says it has "the best dividend growth prospects of any company in the sector".

One reason why the company has not caught the market's imagination is that this is not the first time shareholders have been offered minority shares in TransAtlantic's property interests. CSC is composed

of the retail property interests of Capital & Counties, a long-established property group, which was listed on the stock exchange until 1992 when TransAtlantic acquired its minority interests.

But the main reason is the offer is perceived to be too expensive. The shares have been priced at a 13 per cent premium to net asset value, which looks expensive compared with the rest of the sector.

Mr Chris Turner of BZW believes that the company's lack of gearing will hold back growth in its net asset value. Even a 25 per cent rise in property values over the next two years might be insufficient to stimulate a rise in share price - if property shares return to being valued at a substantial discount to asset values.

These criticisms rile Mr Donald Gordon, the company's chairman. "They don't realise it is a situation with tremendous upwards potential."

Mr Gordon contends that the company's valuers have underestimated the true worth of the company's assets.

According to the prospectus, the directors "do not believe that... this value properly reflects the long-term investment worth of the regional shopping centres in the London area".

Their argument carries a certain weight, as shopping centres have tended to perform relatively well



Gordon: true worth underestimated

compared with competitors in the high street.

But investors are concerned about a possible competitive threat to CSC's flagship centre, a 1.32m sq ft shopping centre at Thurrock, which accounts for about half its total assets. Blue Circle, the cement company, has drawn up plans for a rival shopping centre, Bluewater Park, at Dartford in Kent. Analysts estimate that the close proximity of the rival centre could take 20 per cent of Thurrock's shoppers.

Mr Gordon is sanguine about the rival scheme. "I personally would welcome some competition," he says. "We have a vast educational problem in re-educating the shopping public that shopping is a joy to do instead of being a chore."

Vanessa Houlder

Perplexing new phase

Vanessa Houlder on the impact of converging gilt and property yields

The property investment market is approaching a watershed. The gap between gilt yields and property yields is starting to close.

The reason is twofold: the sharp fall in gilt values over the past six weeks, in which 20-year gilt yields have risen by one percentage point to 7.4 per cent, and the rapid surge in property values over the past nine months.

Property yields are still being driven downwards by the weight of money being directed towards the sector.

Average property yields, which stood at 9.2 per cent in February 1993, are likely to fall to below 7.5 per cent at some point over the next month, according to Mr Greg Nicholson of Hillier Parker, chartered surveyors.

This presents a conundrum for property investors. Investors have tended to view high-yielding properties with secure, long-term income streams as a substitute to investing in bonds.

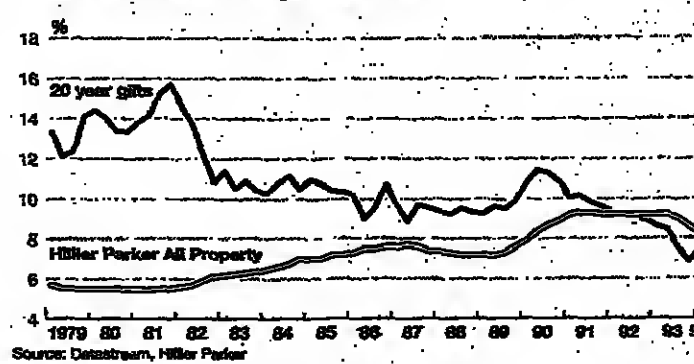
As a result, much of the driving force for last year's drop in property yields was the decline in bond yields.

The close relationship displayed by bond and property yields last year suggests that property yields could be dragged up by the current rise in bond yields.

But this seems unlikely.

Most analysts believe that property yields will sink beneath

Investment yields: the gap narrows



gilt yields, as investor confidence increases about the prospects for growth in property rents.

This scenario, after all, would

The erosion of the gap between gilt and property yields may dampen investor enthusiasm

merely be a return to the traditional relationship between gilt and property yields.

Many property owners believe that property values have nothing to lose from an increase in inflation. An inflation-induced rise in rental values would be expected to

compensate for the impact of the likely rise in gilt yields.

Nonetheless, the erosion of the gap between gilt and property yields may dampen investor enthusiasm. Some investment decisions have been based on demanding projections for rental growth.

Yet, so far, there is little sign of rental increases in even the best property - although some of the incentives such as rent-free periods offered to tenants are beginning to diminish.

If the closing of the yield gap causes investors to believe that property is self-evidently cheap, some of the froth may be taken off the top of the market.

At present, there is still a

scramble to buy property. The result is that values are being chased upwards - in many cases well above the asking price.

"It is a bit like being in a casino. Quoting terms bear no relation to the ultimate sale price," says Mr Nicholson.

If some of the heat is taken off the market, investors who have seen large capital uplifts over the past 18 months, may be willing to sell up and take profits.

If this happens, a reduction in the shortage of property, which has helped drive up prices, will enable a much greater equilibrium in the market.

The properties which are most vulnerable to a cooling of the market are high yielding buildings where tenants are locked into paying well above market rents for long leases.

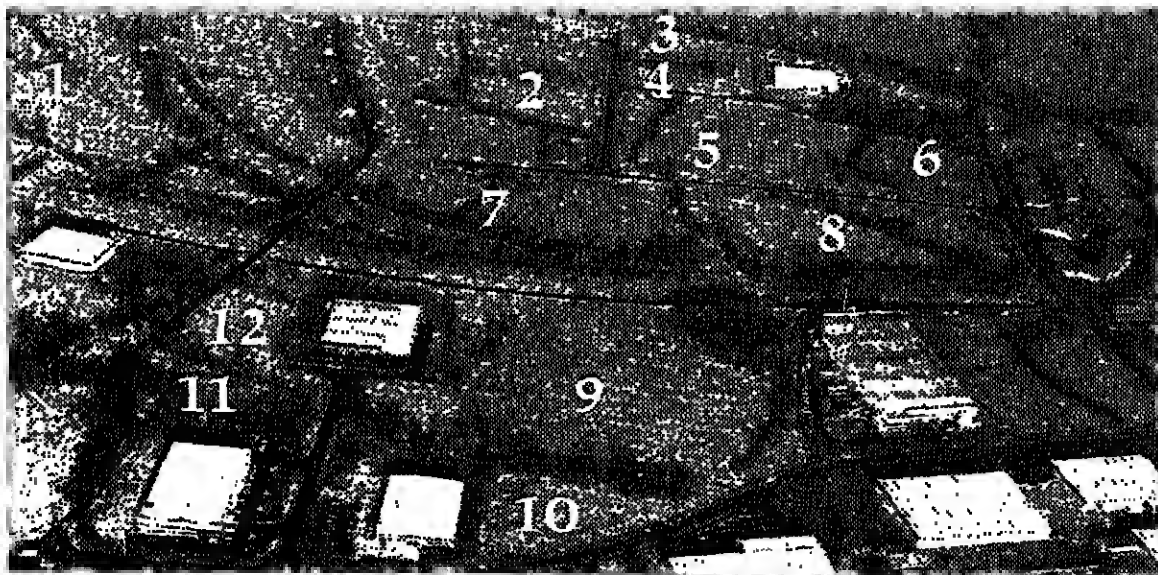
As investors have become more concerned about prospects for rental growth, there has been a lessening of interest in these over-rented properties.

Moreover, since many investors viewed the high, secure income streams offered by these properties as substitutes for bonds, they are likely to be more sensitive than on average to increases in bond yields.

But for most types of property, the likelihood is that any further rises in the bond yields, if modest, will slow the property price rises rather than put them into reverse.

Quality sites for sale in Telford.

High profile companies from USA, Japan and Europe are likely to be your neighbours • Comprehensive local knowledge • Free relocation advice • Fast track planning permission • Individual attention to your requirements • Purpose-built environment • High quality of life • Desirable locations with good communications.



The Hortonwood Area, pictured above shows examples of well landscaped, fully serviced sites available from the CNT in Telford. World famous companies such as ABB, Nestle and Epsom have established successful operations on such sites. Why don't you join them as a neighbour?

Plot No.	Acres	Plot No.	Acres
1	80.0	7	7.0
2	14.0	8	10.0
3	1.0	9	12.0
4	0.5	10	1.5 (on offer)
5	8.0	11	2.0
6	5.0	12	2.5

For further details on sites between 0.5 and 80 acres and other opportunities available - CNT, Jordan House West, Hall Park Way, Telford TF3 4NN.

0952 293131

Land and premises with added value.



Sale and leaseback opportunities let you choose the style that suits you



If you are a commercial property owner/occupier, we are seeking sale and leaseback transactions on behalf of retained clients with companies that have a suitable covenant strength. There are a number of advantages in pursuing sale and leaseback transactions which we would be pleased to discuss with you.

Please write in confidence to:

J R Oxley BSc FRICS
or David E Hammond BSc ARICS



27 Soho Square London W1V 6AX
Offices in the City of London
& Knightsbridge

BRUSSELS Close to EEC district
MAGNIFICENT PERIOD BUILDING

2,500m² offices/reception
Superbly refurbished combination of classic and modern.
Fully equipped for immediate occupancy.
Contact Mr Ph. J. Ortegat at Baltimore International
Tel +32 2 502 0747 Fax +32 2 502 1215

SUPERB MAYFAIR OFFICE SUITE
TO LET
LONDON W1 - 3,160 SQ. FT.

• Air conditioned • Excellent location • Competitive terms
• Ideal Chairman Suite
Contact Neil Wilson
Ref: MIB
Tel: 071 493 3675
Baker Loran
Ref: LS
Tel: 071 499 2121

Opportunities in

SWEDISH REAL ESTATE

We sell residential, industrial and office properties on behalf of developers, real estate companies, banks, and receivers, primarily in the Stockholm region.
We also service some 20 larger properties and can provide a full range of property management services to our additional clients.

Ullberg & Partner AB

Phone: +46 8 6139920 Fax: +46 8 6139960



THE SUNLEY GROUP

Property Investment,
Development & Housebuilding

- High yielding office/retail/industrial property required
- Substantial funds available
- Joint ventures and corporate opportunities considered.

Ref: RJST, Sunley House
106 Park Street, London W1Y 3FB
Tel: 071 496 8842

CANNON ST.
LONDON
EC4

Attractive Air-Conditioned
Offices To Let

Facing
Cannon Street Station

3,800 -
11,800 sq. ft.

plus storage from only
£7.50 per sq. ft.

TAYLOR ROSE
SURVEYORS - VALUERS - ESTATE AGENTS
071 491 1607

FRANKFURT -
GERMANY

Modern office accommodation available on ground floor of modern office building, fronting on major road leading to the Bundesbank HQ and future Eurobank.

- 1 minute to subway
- 9 minutes walking distance to future Central European Bank
- 10 minutes walking distance to Bundesbank HQ
- 15 minutes walking distance to Frankfurt Stock Exchange

Direct sale of lease - on agency fee:

Contact: Ann Baker
Tel: +49 69 631 56081
Fax: +49 69 681 58628

OFFICES

For all your office requirements throughout London and the Home Counties and a professional and efficient service.
Contact GREENBLATT & PARTNERS
Tel 071 493 4558

EXCEPTIONAL SALE OF
SUPERB INDUSTRIAL PROPERTY

Suitable for any possible enterprise
Excellent location: Charleroi/BELGIUM

Centre of Europe

700 metres from major highway connections

30 minutes from E.C.C. - capital Brussels

Vicinity of international airport Charleroi/Gosselies

Nearby City Centre

Available on the premises:

Facility of 1km (0.6 miles) private landing access on river Sambre
Possibility of connection of own railway to main rail network
Including exclusive railbridge equipped with two tracks
Dimensions: 21 hectares (52 acres)
Feasibility to be divided up
Immediately available
Most attractive price
For further details: fax LUMAT on 32/9/220 26 11

Oilseed fuel on trial

The UK's first trial to assess the commercial prospects for refining oilseed rape into biodiesel begins this month. Farmway, an agricultural co-operative, plans to produce 25,000 litres of biodiesel at a Chemore refinery on Teesside in north-east England.

The co-op will then test the fuel in one of its vehicles and three of its cars for several months.

Further trials are being conducted by another farm co-op, United Oilseeds, which is running three of its cars on imported biodiesel for a year. The car emissions will be checked to see whether the fuel holds environmental benefits over conventional diesel.

Farmers are looking at the prospects of finding a fuel market for produce grown on land set aside as part of the European Union's Common Agricultural Policy reforms. This land cannot be used for food crops.

Other countries in the EU, such as France and Italy, have established a market for fuels refined from oilseeds. But to compete with conventional fuels, these products need government tax breaks.

The European Commission has proposed that biodiesel and other similar products attract lower rates of duty. However, the British government has pointed to the lack of trial data in the UK.

Martin Farrow, managing director of United Oilseeds, does not expect biodiesel to achieve mass market status. "But there is potential for its use in environmentally sensitive areas, urban transport systems, buses, taxis and waterways."

The fuel is expected to be 10p a litre more expensive than conventional diesel. Some users, on waterways, for example, may be prepared to pay for a more environmentally friendly product. Diesel spills in waterways can cause greater environmental damage than biodiesel which disperses within weeks.

Deborah Hargreaves

In a tastefully converted barn at Odham in Hampshire, a computer screen shows the map of a residential area north of Bristol. At the touch of a button, the screen prints up real-time details of electricity consumption in any of 30 houses in the area - not just voltage, but wattage and whether the electricity being used is inductive or reactive.

More than that, the computer can print out the consumption record for several days in 11-minute blocks, providing a detailed history of each household's life patterns (the exact identity of each household is not disclosed during demonstrations).

The experiment is being conducted by a new company called Remote Metering Systems (RMS) in conjunction with SWEB, the Bristol utility, to test a new generation of metering and communications technology. Each house has a novel type of electronic meter with a communication device which sends messages along the electric wires.

This technology is being developed in anticipation of the deregulation of the electricity market which starts this April and will be completed in 1998. By then, every household in the country will be able to buy its electricity wherever it wants.

Metering is a key part of the revolution because it will provide the means to manage an electricity system with multiple suppliers to millions of households. The electricity will still be delivered to each household down the wires of the local regional electricity company (REC). But each supplier will need to know how much power to put into the system to meet customer needs.

Electricity is already being sold in 30-minute lots to big industrial customers. Households will probably deal in four-hour lots, but the new meters will still have to measure their consumption by the half hour because that is how electricity is traded in the wholesale market.

RMS was formed at the end of 1992 by six electricity companies headed by Scottish Hydro-Electric and a group of experts in high-speed mains signalling technology. "All this has vast implications for the management of the electricity system, distribution costs and households," says Nigel Brown, managing director.

If the Bristol experiment is a success, RMS will install several thousand remote metering systems in a selected area of Scotland, and commercial production of the technology will begin. But it is not the only experiment going on.

Southern Electric, based outside Maidenhead, in Berkshire, and Scottish Power, have teamed up with Itron, a US company, to adapt 500 meters in both southern England and Scotland so that they can be

As electricity deregulation begins in the UK next month, David Lascelles looks at a new generation of meters

Counting the cost



read remotely every 30 minutes. Instead of using the mains, these meters will transmit their signals via satellite and telephone links to computers at the two companies' headquarters.

Although testing the technology is a key aim of the experiment, one of the main purposes, according to Stuart Broomfield, Southern's director of customer services, is to see whether it is commercially feasible. That points to the real issue: cost.

New electronic meters cost more than £50 each. Although this cost would, in the first instance, be borne by the electricity company (household meters belong to the local distributor), it would ultimately be passed on to the consumer in the form of higher electricity prices. But why should an REC want to pay for everyone to have a new meter unless it saw benefits for itself, possibly in the form of automatic meter reading, or better load

management? Alternatively, a householder might want to buy a new meter in order to be able to shop around for electricity. But would he spend, say, £70 in order to achieve a 5 per cent saving on a £200 bill? Traditional meters cost only £20 and last 60 years, so the motive to change has to be strong.

Andrew Forrest, marketing manager for GEC Meters, says: "Research bears out that the number of customers seriously interested in saving money is going to be less than 10 per cent." GEC is trying to get round the cost problem by marketing an attachment which can read a standard meter and transmit the information back to base. This would cost about £30-£40, depending on whether it sent its messages by wire or radio.

Schlumberger Industries, another meter manufacturer, is stressing the cost-saving aspects of new meters. "We look at this very much as part of revenue-collection for suppliers and cost messages for consumers," says Tom Mahoney, managing director.

A further cost is the transmission of the data. RMS says its form of power line communication system costs about £12 to install, in addition to the meter.

But Forrest is doubtful about power line technology: "It works out more expensive than you'd expect, and it's fraught with technical difficulties." He favours the telephone system. Brown agrees that his technology may be more expensive than, for example, radio, but he emphasises the value of a two-way communication system which can not only read the meter but also give it instructions.

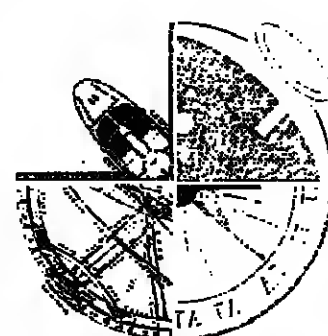
The electronic link could be used to provide alarm services, or enable electricity suppliers to offer interruptible supplies to consumers who were willing to have inessential equipment switched off at peak hours in exchange for lower tariffs.

All forms of meters would also enable householders to have live meters on the kitchen wall showing exactly how much electricity they are using at any time.

At the moment, though, the market is at a standstill because all potential purchasers of new meters are waiting to see the rules of the pricing game. These are being determined by Stephen Littlechild, the electricity industry regulator, who is conducting a review of electricity distribution pricing which will be completed in the summer.

In a discussion document on metering two years ago, he hinted that the review might produce changes in the electricity pricing formula to enable electricity companies to recoup the cost of installing new meters. Littlechild believes modern meters hold the key to a competitive market.

Worth Watching · Della Bradshaw



Voyager workstation saves desk space

For a glimpse of future desktop computer design, look at Son Microsystems' Voyager workstation, writes Louise Kehoe.

It features a 12-in. tilting active-matrix, colour, flat-panel display that can be folded against the vertical computer housing for storage.

The unit takes up about one-third of the desk space of a traditional workstation and because of its small size and weight is expected to appeal to people in financial services, or field workers such as consultants, analysts or auditors.

The display uses one-tenth of the power of a typical workstation and adds about \$5,000 (£3,425) to the price.

Son: US, 415 960 1300.

New chips for old

For many upgradeable PCs, replacing the old processor chip with the latest one is tantamount to putting a Ferrari engine in a mini - the rest of the machine cannot cope.

California company General Micro Systems has now launched a machine which connects the components on the single board with a 64 bit bus which can transport data at a rate of 320 Megabytes a second - far faster than required by today's processors. The Predator, sold in Europe by FPS, of Bracknell, can handle any type of processor.

GMS: US, 909 980 4813. FPS: UK, 0344 56921.

Freezing technology creates novel lollies

As summer approaches, food manufacturers may be interested in a novel freezing technology which could produce

intricately-shaped lollys. Today most lollies are frozen in the mould, which is then heated quickly to release the product. This method results in the lolly losing shape and definition.

The latest freezing technology, developed in Basingstoke by Air Products, relies on the principle of zero adhesion, where the surface is so cold that nothing will stick to it.

By chilling lolly moulds to at least -80°C using liquid nitrogen, intricately-shaped and coloured lollies can be produced.

The company has already developed lollies in the shape of a fried egg and a light bulb.

Air Products: UK, 0832 249272.

Symbol shows 'green' forestry

Timber grown and sawn in Britain should in future carry a symbol guaranteeing that it was harvested under licence on the basis of sustainable forestry, if a scheme launched this week is successful, writes James Buxton.

The Woodmark scheme, introduced by the Forestry Industry Committee of Great Britain, aims to meet public demand that consuming timber does not mean depleting forests. This demand has risen since Britain accepted forestry resolutions at the Rio Earth Summit in 1992.

From the middle of this year sawmills should stamp every plank of British wood with the Woodmark if they are satisfied that it was appropriately harvested.

FICGB: UK, 071 930 9422.

Computer with a sense of smell

A "neural nose" which can sniff out fine wines by identifying the grape and vineyard can also smell fake perfumes and contaminated food.

The computer with a sense of smell, developed by two British companies, Neutronics and Neural Technologies, incorporates 12 sensors made of conducting polymers - the human nose has 10,000 sensors. Nevertheless, by using neural computing techniques the nose can identify subtle smell combinations.

Neural Technologies: UK, 0730 260256.

PEOPLE

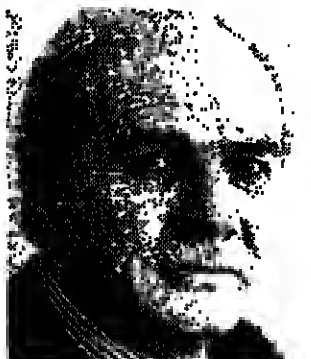
Dawson goes Dutch

Peter Dawson (right), who over the past six years has built up the commercial vehicle hire and distribution company Dawsongroup to a market capitalisation of £172m, is going Dutch. Today Dawson, who still owns almost 65 per cent of the shares, resigns as executive chairman to become chairman and managing director of the two-week-old Dawsongroup International in Rotterdam.

Dawson's caution and conservatism have allowed him to prosper in a field that has seen many casualties during the recession. He felt that the group needed to expand inter-

nationally, but was unable to find any better way than to do it himself. Rotterdam is the ideal place to start, he thinks, since not only is it a good centre for transport but also an outlet for the Dutch dairy and market garden industries. By the end of the year he hopes the Dutch division will have 25 portable cold storage units and 25 trailers. As with every other development at Dawsongroup, of which he remains a director, he likes to start small and grow.

Michael Williams, a veteran of 18 years with Dawsongroup, took over as chief executive



last November. The new chairman is Tony Franks, 46, who was until recently with Argill as managing director, finance and administration, at Safeway Stores.

Burgin joins Max and Polly at Bluebird

Mighty Max has a fairly low City profile, nothing to do with his height of less than one inch. Max is one of Bluebird Toys' success stories, a miniature figure now selling in 60 countries, along with Polly Pocket and other tiny creatures aimed at capturing children's hearts. Max and Polly have just got a new boss, Christopher Burgin, 44, who has been made chief executive of the company.

Burgin has been picked by Bluebird's founder, Torquil Norman, 61, who is giving up the chief executive's job - but remaining as chairman - to concentrate on new product development.

Angus Fisher, group operations director for the past four and a half years, is leaving. Norman says that because of the board restructuring, Bluebird "needed someone with more of a marketing background as chief executive", but adds that the parting with Fisher was amicable.

Burgin will be working closely with Norman and also David Laxton, whose title is technical director but who Norman says plays a much greater and vital role in product development than the title reveals.

Bluebird has gone through its ups and downs. Established in 1980, voted British toy manufacturer of the year in 1984, it was listed on the USM in 1985. It seemed unable to put a foot wrong, until in 1991 its shares nosedived from a 1987 peak of 506p to 26p, losses hit £3.5m, partly a result of the Gulf War but also from a failure to keep a tight grip on inventories.

These days it's flying high again: its shares have moved from 178p to a recent high of 842p over the past 12 months; profits rose to £9.3m from £1.5m, while sales increased 50 per cent to £58m.

Now Max has been adopted by a television production company: 40 half-hour animations are booked for the US, Bluebird's second biggest market. The appointment of Burgin, who has an 18-year background in the industry with toy giant Hasbro, ultimately as Hasbro UK's group sales and marketing director managing brands such as Trivial Pursuit, Action Man and Play-Doh, comes at a moment when Bluebird looks set to fly further.

Non-executive directors

Walter Hayes is joining the board of Dagenham Motors, the London and south-east of England Ford dealer group, as a non-executive director. Hayes, once-upon-a-time editor of the Sunday Dispatch, vice president of Ford Motor, deputy chairman of Ford of Europe and close confidant of Henry Ford II, retired from Ford in 1989, aged 65.

Having written "Henry", a biography of Henry Ford II, he returned to the Ford world in 1990 as a member of the board of Aston Martin, the UK luxury sports car maker, which he helped persuade Ford to take over in 1987.

As executive chairman of Aston Martin from 1991 he has been instrumental in transforming the often-chequered fortunes of the sports car group with the development of a new range of sports cars, the Aston Martin DB7, which goes into production next month.

Hayes, 70 in April, has just retired from the Aston Martin chairmanship but remains as a non-executive director.

Chris Greig, who was chief executive of Invergordon Distillers until it was taken over by Whyte & Mackay, a subsidiary of American Brands, last November, is returning to the whisky industry. He has become a non-executive director of William Grant & Sons, the family-owned company which makes Glenfiddich, the UK's leading single malt.

Greig says it feels good to be back with "a Scottish independent". William Grant being one of the last big players in the Scotch whisky industry to

fit that description. "Being entirely owned by the Grant family allows it to concentrate on building a long-term, quality business without the distractions which takeover bids create," he says.

William Grant only recently decided to appoint non-executive directors. Earlier this year it brought in Patrick Thomas, managing director of Hermes in Paris.

The 58-year-old Greig, who led the 1988 management buy-out of Invergordon from Hawker Siddeley and floated it in 1990, has also joined the board of Robert Wiseman Dairies, the Scottish liquid milk processor and distributor which is coming to the stock market this month.

Oleg Popov, director-general of Zarubezneft, a Russian state oil company, has joined the board of directors of Aminex, a small exploration and production company quoted on the Irish exploration securities market.

Zarubezneft owns 49 per cent of East West Oil, which in turn owns almost 40 per cent of Aminex, which is involved in a production project in the Komi Republic.

Brian Hall, the chairman, says the strong Russian involvement in Aminex has opened doors for the company in that country. Popov will be the second Russian on a Aminex's board.

Shiraz Malik-Noor, the chairman and chief executive of the USM-quoted Royal Jelly company Regina, has parted company with the other members of the board over "a difference in management style". Despite announcing increased turnover for the opening six

Other non-execs

James Wallace, group finance director at Pico Holdings, at BODYCOTE INTERNATIONAL.

Nils Taube has resigned from ST JAMES'S PLACE CAPITAL.

Colin Wilkinson, marketing manager at Energis Communications, at EIDOS.

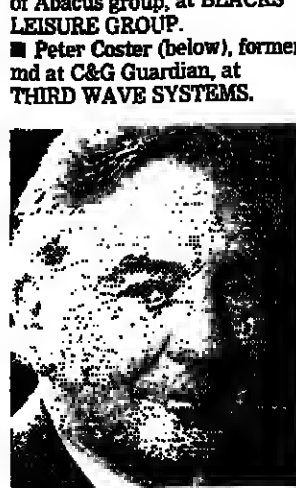
Michael Boothman, a former partner at Grant Thornton, at TIME PRODUCTS.

Roger Graham, former chairman and chief executive of the BIS group, and Anthony Reeves, former chairman of Lifetime Corporation, at COMPUTER PEOPLE.

Frank Frame, former deputy chairman of HSBC, at EFM DRAGON TRUST.

Emmi Verjee, chief executive of Abacus group, at BLACKS LEISURE GROUP.

Peter Coster (below), former md at C&G Guardian, at THIRD WAVE SYSTEMS.



Unique properties in the heart of historic Greenwich.

The Dreadnought Seamen's Hospital & The Devonport Nurses' Home, London SE10.

An opportunity to acquire a long leasehold interest in these historic properties.

Suitable for residential, commercial & institutional conversion/refurbishment (subject to planning).

For a brochure or further information please contact:

HUNTERS
Chartered Surveyors Valuers

45 Ludgate Hill London EC4M 7JU

Telephone +44 (0)71 329 3322

Fax +44 (0)71 248 0233

Contact: Mark Bunney

DRIVERS JONAS
071-491 9731
Residential Agents, London & UK WDA

Fax +44 (0)71 493 2043

Contact: Jonathan Milward

MANAGEMENT

Hewlett-Packard is in good shape but its chief executive is fighting complacency. Louise Kehoe reports

Change while you are ahead

Compared with his peers in the computer industry, Lew Platt seems to have a soft number. When he became chief executive of Hewlett-Packard in October 1992, the US company's revenues and operating earnings were growing strongly, while other large computer companies were suffering heavy losses.

Yet Platt is not taking life easy. "One of the tremendous advantages that I've had is that HP was in fundamentally good shape when I took on this job," he says, "but we can't let ourselves become complacent."

The fear of being lulled into a false sense of security by HP's current success is almost an obsession for Platt. "People ask: 'What do you think about when you're in the shower or shaving?' Well, I think about how easy it is to just keep doing what you are doing today for a little bit too long."

General Motors, Sears, International Business Machines were the greatest companies in their industries, the best of the best to the world. These companies did not make gigantic mistakes. They were not led by stupid, inept people. The only real mistake they made was to keep

doing whatever it was that had made them successful for a little too long.

Resistance to change is the root cause of the demise of industry-leading companies, Platt believes. "The real secret is to build an organisation that isn't afraid to make changes while it is still successful, before change becomes imperative for survival."

For HP, however, there is a strong temptation not to "rock the boat". It recently overtook Digital Equipment to become

the second largest US computer company in terms of revenues. It is now the world market leader in "open systems" minicomputers, computer printers, and test and measurement equipment. It ranks second in the market for computer workstations and eighth in personal computers.

But getting there was not easy. HP went through a rough patch in the late 1980s and 1990 as it cut back its workforce, reduced bureaucracy and reorganised its operations several

times in search of an efficient structure.

With hindsight, it seems that HP was ahead of its competitors in making difficult adjustments to fundamental changes in the computer market. It "anticipated well necessary changes in technology", says John Jones of Salomon Brothers, the US broking house.

HP was in the forefront of the shift from proprietary computers to "open systems" based on industry standards. The

company was the first to implement Reduced Instruction Set Computing (Risc) technology in mid-range and mainframe computer systems, providing high performance at lower costs.

HP has also been faster to come to terms with an industry-wide decline in gross profit margins as computer prices fall. Over the past five years, its operating expenses have declined from more than 40 per cent of revenues in 1988 to 28 per cent in the first fiscal quar-

ter of 1994 (which ended on January 31).

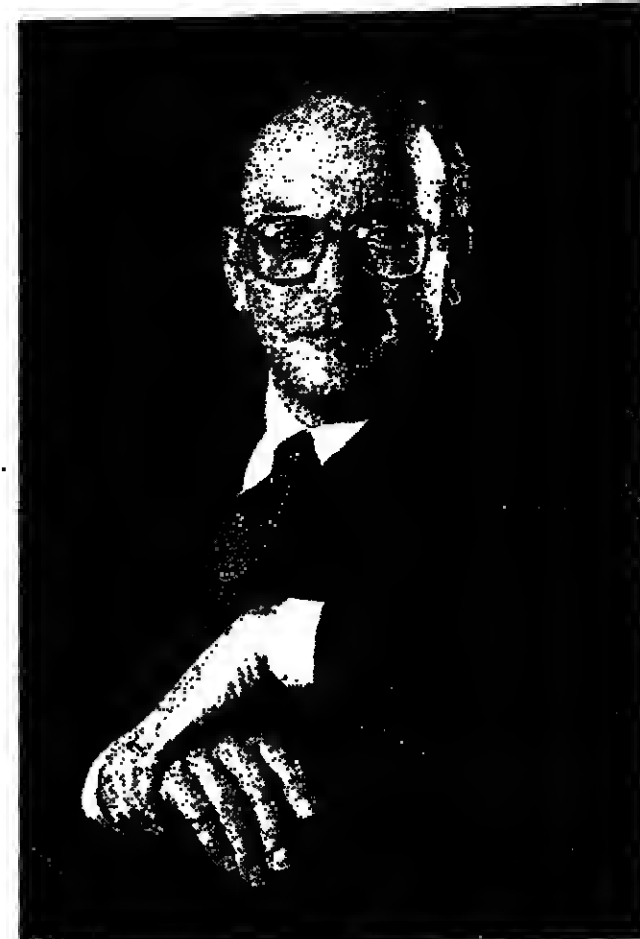
Achieving a "leadership cost structure" in each of its businesses is a top goal. "Each business has to stand on its own, be profitable and finance its own growth," says Bob Wayman, chief financial officer. "You make investments and take your losses for a period, but then you have to test the viability of a business by its profitability."

One of HP's core strengths may be that it is founded and run by engineers who enjoy inventing products. In contrast to its largest competitors, HP brings new technology to market - even at the risk of cannibalising sales of its existing products - to maintain competitive advantage.

"Withholding technology or the next price cut may seem like a good way to maximise profit margins, but it's a deadly game," says Platt.

Under Platt's leadership "HP" now also stands for what he calls "healthy paranoia". Managers are urged to be "always looking over your shoulder at the competition, always thinking about the next move."

In HP's prize printer division, this is practised almost to



Lew Platt: "Whatever made us successful today won't be good in 1996"

a fault. "We sometimes tend not to celebrate our successes as much as we should," says Rick Belluzo, head of HP's Computer Products Organisation, which includes printers and personal computers. The risk is that by focusing too much on competition, HP could lose sight of what customers really want.

If success has not created a more relaxed environment at HP, it does at least allow top managers to concentrate on long-term market and technology trends. Platt has initiated a drive to create products and businesses that take advantage of the company's unusual combination of technology expertise in measurement, computing, and communications (MCC) - or "MC squared" as he calls it.

Last year, he created an MCC council, composed of top technical and marketing staff from throughout the company, to identify potential new "multi-disciplinary" products. "We're hunting for big game," says Joel Birnbaum, head of HP's research laboratories.

To make the most of its different technology groups, Platt is encouraging "cross-organisational collaboration". The booming telecommunications market, for example, is addressed by a marketing team drawn from both the computer systems organisation and the test and measurement business. Similarly, in sales and product development, geographic and business organisation boundaries are being breached.

Platt admits he is unsure whether HP will have to create divisions to formalise these "virtual organisations" at some point. For the moment, however, he seems to be resisting the inevitable upheaval of a reorganisation. In his 25-year career at HP, he has seen too many.

That does not mean that he is not shaking up HP. "Whatever we're doing that made us successful today won't be good in 1996, I can guarantee that," he tells his staff. "It might work in 1994. Maybe it'll even work in 1995, but it will kill you by 1996."

Over the past three years Hewlett-Packard has transformed its oldest business into the "point division" for its charge on to the multimedia information superhighway.

The Stanford Park division grew directly from HP's roots in the scientific instruments venture formed by Bill Hewlett and David Packard 55 years ago. "We still had engineering drawings in our manufacturing area with Bill Hewlett's signature," recalls Jim Olsen, who heads the newly-named Vid group (Video Com-

munications Division). "We've gone from selling microwave instruments to gearheads [engineering types] to selling video equipment to men with ponytails and earrings - artists, editors and film producers."

Vid has become a symbol, within HP, of the capacity to adapt to change. It is also at the forefront of the company's efforts to draw on the diverse expertise of its various business groups to create products.

Vid is still part of HP's test and measurement instruments organisation, but it worked

closely with the printer division to create the first "video printer", producing paper copies of video images that can be used to speed up editing. Similarly, Vid's "video server", a video juke box for interactive television services, incorporates measurement, communications and computing technologies from various parts of the company.

As the market for multimedia communications products develops, HP may need to create a business group to focus on it. For the moment the company prefers to form ad hoc

collaborative "cross-organisational" teams rather than restructuring its operations.

"If we reorganised HP today to formalise how the divisions work together it could waste a lot of time," says Olsen. The biggest change in moving from microwave to multimedia, he says, has been the accelerated pace of business. "Product development cycles used to be two to five years, now it is six to nine months." When speed becomes critical, corporate structures take a back seat.

LK



FINANCIAL IZVESTIA TALKS BUSINESS TO 300,000 INFLUENTIAL RUSSIANS EVERY THURSDAY.

Financial Izvestia is an 8-page weekly business newspaper produced by the Financial Times in partnership with Izvestia, Russia's leading independent daily.

Printed on the FT's distinctive pink paper, it accompanies Izvestia every Thursday.

Drawing on the huge editorial network of both newspapers, it brings up to the minute, accurate, national and international news to 300,000 decision makers in Russia. News from around the world that impacts upon the Russian market, making Financial Izvestia an essential and unique business tool for those shaping the new Russia.

To find out more about advertising to these influential people call Ruth Swanston at the Financial Times in London on 44 71 873 4263 (fax 44 71 873 3428), Stephen Dunbar-Johnson in New York on 1 212 752 4500, Dominic Good in Paris on 33 1 42 97 06 21, Sarah Pakenham-Walsh in Hong Kong on 852 868 2863.

FINANCIAL TIMES
LONDON PARIS HAMBURG NEW YORK TOKYO

When less could mean more

Christopher Lorenz on a shake-up in the funding of UK design

The maxim that "less is more" has always provoked controversy among designers.

It was coined early this century by the fathers of the modern movement to convey the principle - often challenged since - that the best design is always lean. As from this week, designers in Britain, and their corporate clients, are being asked to accept the maxim in a different sense: that annual government design grants totalling £8m will actually be more effective than the £7.5m given for the last few years.

The cut is being accompanied by a shake-up in the way the government promotes design in industry.

The workforce of the government-funded Design Council, which provides design services direct to industry, is being cut to about 50 people, less than a quarter of its present size.

Its provision of consultancy and other services is being transferred to the Department of Trade and Industry's nascent network of multipurpose business service centres, known as Business Link. The Design Council will become a research, education and campaigning organisation.

When the government first outlined these moves six months ago, it seemed that less would mean less.

At that stage, the DTI wanted to cut the Design Council's annual grant to about £3m from £7.5m. It also planned to give no extra funds to Business Link, in spite of the expansion of its remit to include the council's previous services to industry.

Then Michael Heseltine, trade and industry secretary - who was ill at the time of last autumn's announcement - decided that if Business Link were to take on the extra services, it needed more resources. Hence this week's decision to commit an extra £2m a year to Business Link over the next three years, taking its 1994-95 budget from £17m to £19m. Together with the provision of an extra annual £1m to the "new" Design Council, this mitigates the cut in the government's overall spending on design support to 20 per cent.

Within the new total, the "less is more" principle will apply: only about £1.5m a year will be spent on Design Council fixed costs and overheads, compared with more than £6m in the current year, leaving more funding for design research and promotion.

Behind Heseltine's intervention, it is understood, lies his recognition that in increasingly tough international markets, high quality and good service are becoming more qualifications for competing; they differentiate one product from another far less than they did as recently as the late 1980s. As a result, design is becoming a much more important "differentiator" in all sorts of industries.

One example of this is the remarkable success of the Rover 600 series of cars in Britain, and, increasingly, other parts of Europe.

The model is identical to its sister car, the Honda Accord, except in its interior and exterior design cosmetics, yet these give it a very different character. This has helped it to outsell the Accord in the UK. The Rover 600 is one of six products to win the Design Council's annual transport awards, announced yesterday.

A string of examples where industrial design has had a far-reaching impact on successful products went on show last week at London's Design Museum*. All the products - except for the Rover - are made by Japanese companies, but with considerable input by British designers.

Exhibits include NEC's UltraLite Versa Notebook Computer which has more than quadrupled the Japanese company's share of the booming US notebook market from 2.5 per cent since its launch a year ago. NEC attributes much of the product's success to its modular design, on which the company has received considerable assistance from IDEO, an Anglo-American design consultancy.

*Designed in one - made in the other: new products of collaboration between Britain and Japan.

Wide appeal of intimate Danes

Thirty years ago, the thought that any large American museum would want to exhibit, let alone collect paintings by obscure early 19th century Danish artists would be considered a joke along the lines of "Masterpieces of Bulgarian Portraiture" or "Albanian Landscape Painting". The whims of the art market and the resourcefulness of scholars have combined to change all that, as can be seen at the Metropolitan Museum of Art in the exhibition *The Golden Age of Danish Painting* (till April 24).

Although Danish paintings have always had a small band of admirers and supporters (a Danish show was held at the Jeu de Paume in Paris in 1928) attention was closely paid only during the market boom of the late 1970s and early 1980s, when forgotten or neglected painters or schools were seized upon by an art trade hungry for novelty and quality and a surplus of eager graduate students and museum curators. In addition, Danish pictures benefited from the emergence of Biedermeier as a "hot" style of interior decoration,

the Italian countryside, once back home they concentrated on depicting pleasant scenes from daily life, sea vistas filled with ships with blindingly white sails, landscapes of the countryside, and numerous portraits.

Perhaps the most various of them was Christoffer Wilhelm Eckersberg (1783-1853), a pupil of David in Paris who is represented at the Met by all of the above, plus a small history painting of "The Return of Odysseus", several superb male and female *academiques*, and a disquieting moonlit view of a bridge down which people are running while two women point with alarm to a scene outside the picture: the catalogue assumes it to be a fire or an attempted suicide.

Eckersberg's student, Christen Køhler, now considered the leading figure of the time, is a more sensitive artist, whose rendering of light and atmosphere are unsurpassed - as can be seen in his two extraordinary views of the "Small Tower on Frederiksborg Castle" and the hazy summer "View of Døsserengen with a Group of Rushes in the Foreground".

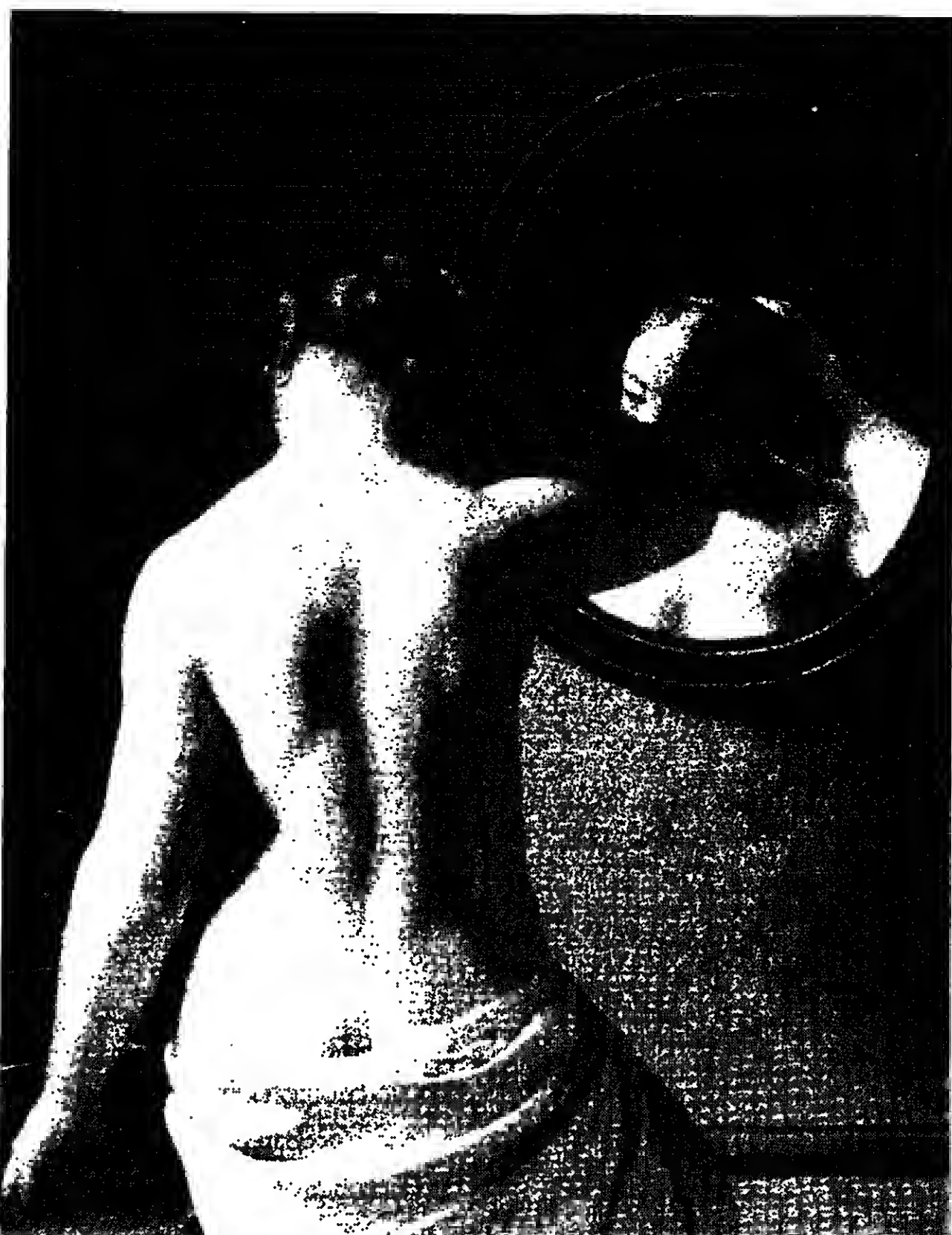
Running concurrently with the Danish show is *Caspar David Friedrich to Ferdinand Hodler: A Romantic Tradition*, comprising of 19th-century German and Swiss paintings from the Oskar Reinhart Foundation, Winterthur (closes April 24, reopens at the National Gallery, London, on June 15).

Even among many sophisticated collectors, most German art has been tainted by innocent association with the cultural politics of Nazism, which celebrated the "noble Aryan" artist from Dürer down. Official Nazi propaganda took its cue from much German 19th-century painting, and when the Metropolitan bravely hosted an exhibition of this neglected period in 1981, it was ignored by the public.

In the face of public indifference, the Metropolitan gets credit for trying German art once again, but unfortunately it is hindered by the private, uneven quality of the Reinhart pictures, which, as presented, will win no new fans for this esoteric material.

Unhappily hung on white walls in several large, sprawling galleries, the Reinhart show is twice as large as it should be, padded and diluted with a distressing number of uninspired work by mediocre painters and minor works by major artists: the Reinhart Fuseli, "Jealousy", is dreadful. Inferior to the Met's own "Lapland winter".

Despite this, there is much to give pleasure and several welcome surprises: notably the landscapes of icy glaciers and valleys in the Alps by the late 18th-century Swiss, Caspar Wolf, and the crisply painted, sun-drenched landscapes of Italy and Salzburg by the Austrian Ferdinand Georg Waldmüller. Friedrich is shown in seven examples, highlighted by the famous "Chalk Cliffs on Rugen". A superb vista of the Unter den Linden in Berlin in 1852 by Eduard Gaertner is a worthy successor to Bellotto's views of Dresden and Warsaw.



'Woman Standing in Front of a Mirror' by Christoffer Wilhelm Eckersberg, c.1837

Genre painting is represented by the English city and country views by the Swiss Jacques-Laurent Agasse and by the small equestrian canvases (populated with doll-like figures) by Wilhelm von Kobell. After the mid-19th century, much of the individuality of German painting was lost as influences from France gradually took hold. Some artists, like Wilhelm Leibl, were talented enough to translate Courbet's earthy realism into an individual and incisive style, as seen in two fine portraits

and a large political scene of careworn peasants consulting a land register, but more often than not, the loose brushwork of Manet or Monet becomes a sloshy and unconvincing mannerism in the hands of Frank Bucher, Max Liebermann, Max Slevogt, Fritz Schider or Fritz von Ude.

After this, the innovative work of Arnold Böcklin, and especially Ferdinand Hodler, are a blessed relief, both painters owing little or nothing to French influence. Rather, Hodler's female portraits, the "Convalescent" of 1880 and the "Portrait of Louise-Delphine Duchosal" of 1885 anticipate Picasso's rose period of some 20 years later, and his extraordinary "Surprised by the Storm of 1866", where six fashionable ladies and gentlemen in a tiny boat form an interlocking chain of icy terror as they cling to each other as the menacing waves rise about them, recalls the tortured compositions of Stanley Spencer and Paulo Rego.

ton grew steadily toward tragic stature. Her faithless Aslak lover Eilof had the tatty tenor (and portly frame) of the Australian Julian Cavin, in a russet suit that did him no favours. Her original captor was the baritone Tom McVeigh, toughly virile until his early demise. As her might-have-been Aslak in-laws, Helen Lawrence and Deryck Hamon discovered satisfying character in their roles.

All that was enough to make one appreciate how good and compelling Franck's score might seem in a full-blooded production that respected his period-constraints. Malcolm Hunter's plain staging, in Munich-inspired designs by Michael Spencer, goes a fair way towards that. If it stops short of gearing the action rigorously to the music, it goes far enough to show that *Hulda* is not a mere museum piece, but a vital period-exhibit. Well worth catching.

Sponsored by the Friends of UCL, the Royal Norwegian Embassy and Zeneca

Opera/David Murray

Fresh view of old Franck

"almost wholly lacking in genuine drama".

Live experience of the integral opera suggests something different. Yes, the influence of Wagner on the score reminds us that the Master would have pressed the murderous junctures harder, instead of letting them develop within a calm, formally deliberate view. But no, that isn't a simple weakness - not when the structure of each act (five of them) is built so cogently to accommodate them within a cooler Celtic idiom. Smoothly, of course - Franck was an ultra-smooth constructor; but within his chosen guidelines, quite pungent enough.

The old cuts in every act, as Drummond

details them in the programme-book, denied each of them its "symphonic" beginning, its middle and/or its end. In his sympathetic hands, the UCL account made us hear how much Franck's carefully rounded-off forms matter. Climactic passages which might seem tame, if detached from their contexts, struck home in their proper places. True, the mostly amateur band had its lapses in pitch and balance and the UCL choristers sometimes sounded relieved just to find themselves still on the beat.

The mostly young-pro soloists, however, strove to greater effect. As Hulda, wrenched by the Aslak tribe from a family whom they have slaughtered, Adele Pax-

ton grew steadily toward tragic stature. Her faithless Aslak lover Eilof had the tatty tenor (and portly frame) of the Australian Julian Cavin, in a russet suit that did him no favours. Her original captor was the baritone Tom McVeigh, toughly virile until his early demise. As her might-have-been Aslak in-laws, Helen Lawrence and Deryck Hamon discovered satisfying character in their roles.

All that was enough to make one appreciate how good and compelling Franck's score might seem in a full-blooded production that respected his period-constraints. Malcolm Hunter's plain staging, in Munich-inspired designs by Michael Spencer, goes a fair way towards that. If it stops short of gearing the action rigorously to the music, it goes far enough to show that *Hulda* is not a mere museum piece, but a vital period-exhibit. Well worth catching.

Sponsored by the Friends of UCL, the Royal Norwegian Embassy and Zeneca

Theatre

Three old ladies

Rodney Ackland was a friend and admirer of the young Alfred Hitchcock when there were still silent movies. That is the key to the sensational revival of Ackland's play, *The Old Ladies*, at Greenwich. Even Hitchcock would have been impressed by Anne Castledine's production. It is the first time that I have felt goose-pimples in the theatre.

Ackland described in his memoirs, *The Celluloid Mistress*, how he borrowed the story from the novel by Hugh Walpole. He was so excited at the prospect of producing of a great milestone in the art of the cinema that at first he failed to tell Walpole what he was doing.

The Old Ladies, he wrote, "seemed intensely cinematic; it offered tremendous scope for warning shadows, huge close-ups of hands and feet and faces, and the use of ever such significant angles and symbolic objects." Thus Ackland wrote the script with only one word of dialogue. It came when Miss Berringer, an elderly spinster, was so terrified by her gypsy-like neighbour, Agatha, that she cried "Jesus!" and then fell dead.

Walpole, when informed, suggested that it might be more lucrative to try a play before a movie. Ackland complied with this stage version. John Gielgud agreed to direct and Edith Evans to star. The piece had a decent but not spectacular run in the West End in 1935. The movie never materialised.

That was the cinema's loss. Hitchcock could have picked up *The Old Ladies* just as Hollywood pursued Patrick Hamilton's *Rope* and *Gashlyt*, which are similar psychological thrillers from the same period. Ackland, like Hamilton, is now making a comeback in the theatre.

The tension in the Greenwich production is almost unbearable. It comes at least as much from the set, the lighting and the accompanying sound effects as from the acting and the plot. For the plot is pretty well non-existent.

Here are three elderly ladies together in an old house in Polchester, which might be Colchester or any place around the southern English coast. Two of them dislike each other. Yet it is a tribute to the play that you never quite lose the suspicion that it may be Lucy, the amiable one in the middle, who is the most unliked.

Nor do the ladies, by today's standards, seem especially old. They are just three different people, trapped in the same surroundings. Iona McLeish's two-tier set features a central staircase: the bedrooms of the two disputing women are at the top. Agatha, the gypsy lady played by Miriam Karlin, is slightly lame. Anything that happens on or around that staircase is electric. Even when the lights are out, Agatha is always stirring. The shadows that Ackland envisaged for a movie version are all over the house.

The technique is teasing. No-one falls down the stairs. The references to drinking the last drop of coffee or tea are a decoy, for no-one is poisoned either.

There is no premeditated murder. This might almost be normality in Polchester, which is as the best of Hitchcock is precisely what makes *The Old Ladies* so haunting.

The only failing in Ms Castledine's production is probably not her fault. The end is not quite as dramatic as the rest of the play has led you to expect. Yet coming after nearly three hours, which seem to pass like 30 minutes, that it is a small fault. It may even be deliberate after so much suspense, why not conclude on a note of anti-climax?

Doreen Mantle plays Lucy with great gentleness, including a reading from Tennyson. Ms Karlin's Agatha is genuinely frightening, and so is Faith Brook as the terrified spinster - but for her frailty not her strength.

Malcolm Rutherford

Greenwich Theatre until April 3. Tel: (081) 858 7755

Paul Jeromack reviews two rewarding exhibitions at the Metropolitan Museum, New York

their small scale and attractive secular subjects making them the perfect size for intimate rooms of penthouse apartments.

By the mid-1800s, 19th-century Danish painting became chic, promoted by fashionable galleries in New York and London. Mindful of their heritage, the Danes made it increasingly difficult for foreigners to obtain export licences for top Danish works, making the available supply increasingly expensive - which of course, added to their appeal. Following the dictum that "if it's expensive it must be worth buying", museums including the Louvre, the National Gallery, London, and the Cleveland, Metropolitan and Getty museums belatedly began to acquire their first Danish paintings.

In 1984/85 the Grand Palais and the National Gallery, London, hosted the inevitable exhibition Danish Painting: the Golden Age, and ten years later, it is the Metropolitan's turn following its premiere at the Los Angeles County Museum. The LA/Met show is tighter and more coherent than the 1984 exhibition, with masterpieces attractively displayed in five intimate galleries painted in fashionable Biedermeier colours of plum, coffee and green.

The "Golden Age" of Danish painting was relatively brief, lasting only the first 50 years of the 19th century ironically coinciding with an unusually bleak spell of economic depression and political unrest in Denmark. Although most Danish artists made the inevitable trek to Rome, producing many brilliant oil-sketches of

The Belgian composer César Franck wrote four operas, the first and last left unfinished. Not many people know that; and amongst those who do, it rarely crosses their minds. Franck's operas seem to be not just dead, but extinct. Yet all but the most grudging music-lovers will agree that his violin sonata and the Symphonic Variations - not to mention the other chamber music, the symphonic poems, the ever-green *Prélude*, (*Chorale & Fugue* for piano and the D minor symphony our parents loved - prove him a considerable master. Why has his sole full-scale opera *Hulda*, composed during the same "high period" in his early 60s as most of those, been denied serious attention?

University College Opera remembered it on Tuesday, thanks to their inquiring director David Drummond. (Last performances tonight and tomorrow, at the Bloomsbury Theatre.) Not only remembered, in French, but restored - in a recent

version which claims to give us the uncut original, minus a dispensable ballet-sequence. At its posthumous premiere, dimly received, *Hulda* suffered brusque amputations throughout, and only that version has been published.

Drummond has delved successfully to reinstate the lost parts. On the face of it, it had always seemed plausible that *Hulda* might be dead in the water. The play that Franck's librettist Grandmoulin adapted (by Bjørnstjerne Bjørnson, Norway's leading playwright until Ibsen) is a Viking tale of violent love and gory murder: not natural territory for the church-organist composer's decorous muse. It was easy to believe the judgments of *New Grove Opera*:

INTERNATIONAL ARTS GUIDE

Music in Florence

The only staged opera at the 1994 Maggio Musicale Fiorentino, the festival organised by Florence's Teatro Comunale, will be Luc Bondy's Salzburg production of *Salome*, with Catherine Malfitano in the title role. But three operas are performed in concert, and the line-up of orchestras and recitalists is more high-powered than recent years.

The festival opens on April 26 with the first performance by Italian forces of Schoenberg's *Moses and Aron*, Zubin Mehta conducts the Maggio chorus and orchestra, with Theo Adam and Thomas Moser in the title roles. Mehta also conducts the staged *Salome*, as well as two concert performances of Bartók's *Duke Bluebeard's Castle* and the Verdi Requiem. Semyon Bychkov will conduct Shostakovich's *Lady Macbeth of Mtsensk* (with Tatiana Polozkova as Katerina) and the closing concert on July 1.

Guest orchestras include the Oslo Philharmonic under Mariss Jansons, the Bamberg Symphony with Georges Prêtre, the Dresden Staatskapelle with Giuseppe Sinopoli and the Pittsburgh Symphony with Lorin Maazel. Markus Stenz conducts the Italian premiere of Henze's *Requiem*, and there will be recitals by Samuel Ramey and the Chang Trio.

The dance programme features Mikhail Baryshnikov's *White Oak* Dance Project and a new ballet for Carla Fracci choreographed by Gianfranco Paoluzzi, set to music by Hindemith. Fans of Bob Wilson can look forward to a Noh theatre spectacle devised by the American director, entitled *Dittico giapponese* and set to music by Marcello Panni and Jo Kondo (Biglietteria del Teatro Comunale: 055-211158).

EXHIBITIONS GUIDE

AMSTERDAM Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon. Van Gogh Museum Pierre Puvis de Chavannes: 150 portraits, still lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily. **BARCELONA** Fundació la Caixa Willem de Kooning: 50 paintings, sculptures and works on paper by the key abstract expressionist painter. Ends April 3. Closed Mon (Centre Cultural, Passeig de Sant Joan) **BRUSSELS**

Musées Royaux d'Art et d'Histoire Charles V: Royal Collections of Spain. Ends April 24. **Palais des Beaux-Arts** The Closed Garden of the South: works of art by women belonging to religious communities in the Low Countries from the 13th century. Ends May 22. Closed Mon. **EDINBURGH** National Gallery of Scotland From Leonardo to Manet: 50 outstanding prints and drawings acquired over the past ten years. Ends April 17. Daily. **FRANKFURT** Deutsches Architekturmuseum Modern Architecture in Germany 1900-1950: Expressionism and the Neue Sachlichkeit. The exhibition, the second of three tracing developments in 20th century German architecture, focuses on the avant-garde utopias of the interwar years, aimed at meeting the needs of an era of political and social turmoil. Ends July 3. Closed Mon. **Städt. Kunsthalle** Archaeological Treasures from Romania: 500 objects documenting 6,000 years of history, including weapons, jewellery, gold and silver. Ends April 17. Daily. **Museum für moderne Kunst** On Kawara (1913-33): seven paintings and 62 drawings by the Japanese conceptual artist. Ends May 15. Closed Mon. **Kunstmuseum Frankfurt** annual art fair takes place from March 23 to 27, with an emphasis on postwar art. **GLASGOW** McLeish Galleries The Bigger Picture: a celebration of 400 years

of Scottish painting. Ends April 4. Daily. **Hummer Art Gallery** The Italian Renaissance Print: works by Mantegna, Barocci, Annibale Carracci and others from the Hummer's collection. Ends April 23. Closed Sun. **ROYAL ACADEMY OF ARTS** Goya: 100 small-scale paintings covering his entire career, including sketches for major altarpieces, portraits, self-portraits, cabinet pictures and miniatures on ivory. Ends June 12 (advance booking 071-396 4555). Masterpieces from the George Ortiz collection of antiquities. Ends April 6. The Unknown Modigliani. Ends April 4. Daily. **Hayward Gallery** Salvador Dalí: The Early Years. Ends May 30. Daily (advance booking 071-928 8800). **Tate Gallery** Picasso: 200 works focusing on the relationship between sculpture and painting. Ends May 8. Daily. **National Gallery** Claude: The Poetic Landscape. Ends April 10. Daily. **Victoria and Albert Museum** Imperial: 350 treasures from imperial St Petersburg. Ends April 10. Daily. **British Museum** The Study of Italian Drawings: a tribute to the late Philip Pouncey. Ends April 24. Daily. **National Portrait Gallery** Holbein and the Court of Henry VIII. Ends April 17. Daily. **Whitechapel Art Gallery** Medardo Rosso (1858-1928): retrospective of the Italian Impressionist sculptor. Ends April 24. Closed Mon. **LYON**

Musée des Beaux-Arts The Romantic Movement in France: paintings, sculptures, drawings and engravings from the museum's rich collection of works by Chateaubriand and others. Ends June 19. Closed Mon and Tues. **MADRID** Centro de Arte Reina Sofia Joseph Beuys (1921-86): 10 installations, 25 sculptures and 455 drawings by one of the most controversial figures in postwar German art. Ends June 6. Closed Tues. **MILAN** Palazzo Reale The Goths: the exhibition aims to shed light on a mysterious people, with new material dating from the first to the fourth centuries, on loan from the St Petersburg Hermitage and museums in Poland, Moldavia and Ukraine. Ends May 8. **NEW YORK** Museum of Modern Art Frank Lloyd Wright: architectural fragments, full-scale constructions, scale models and 350 original drawings. Ends May 10. Closed Wed. **Metropolitan Museum of Art** The Decorative Arts of Frank Lloyd Wright. Ends Sep 4. Degas Landscapes. Ends April 8. The Golden Age of Danish Painting 1780-1850. Ends April 24. 19th century paintings and drawings from Germany and Switzerland. Ends April 24. 18th Century Italian Renaissance Drawings in New York Collections. Ends March 27. Closed Mon. **Guggenheim Museum** Frank Lloyd Wright's Designs for the Guggenheim Museum. Ends May 20. The main museum is closed

on Thurs, the SoHo site on Tues. **PARIS** Salon de Mars The annual art market at Champ de Mars opens today and runs till March 27. Under a vast tent between the Eiffel Tower and the Ecole militaire, the Salon brings together African sculpture and art deco furniture, medieval icons and abstract paintings. Daily till 3pm, Thurs till 11pm (Place Joffre, métro Ecole militaire). **Mona Bismarck Foundation** Early Italian Peoples: pottery, jewellery, bronze statuettes and arms, showing the diversified artistic expression of the inhabitants of central and southern Italy from 3000 to 300 BC, overshadowed until recently by Etruscan civilisation. Ends May 17. Closed Sun and Mon (34 quai de New York). **Louvre** Egypt's Role in Western Art 1730-1930. Ends April 18. Closed Tues. **Petit Palais** Art of the Tainos Sculptors: 85 pre-Columbian masterworks in stone and wood. Ends May 29. Closed Mon. **Centre Georges Pompidou** The City, Art and Architecture in Europe 1870-1993. Ends May 9. Closed Tues. **SAINT-ETIENNE** Musée d'art moderne Ben Nicholson: retrospective of the British abstract artist. Ends April 25. Daily. **STOCKHOLM** Nationalmuseum French Symbolism: a conspectus of the entire movement, from Pierre Puvis de Chavannes, Gustave Moreau and Odilon Redon to Paul Gauguin, the Nabis and early Art Nouveau. Ends April 24. Nordic Profiles:

Danish, Norwegian, Finnish and Swedish design of today. Ends April 30. Liv Derkert (1908-38): 70 paintings by the Swedish modernist who died tragically young. Ends May 8. Closed Mon. **STUTTGART** Staatsgalerie Picasso: a rare showing of 400 prints from a private collection, including portraits, still lifes and other themes. Ends June 19. Closed Mon. **WASHINGTON** National Gallery of Art Egon Schiele: 70 works by the leading figure of Austrian Expressionism. Ends April 24. The Age of the Baroque in Portugal. Ends April 3. Ruth Benedict Collection: 78 prints and drawings from the 18th to 20th centuries, including works by Rembrandt, Canaletto, Tiepolo, Daumier and Moore. Ends June 12. Daily. **National Museum of American Art** Thomas Cole: 70 works by the father of the Hudson River school of painting, revealing his use of landscape and allegorical history paintings to comment on society. Ends Aug 7. Daily. **Philips Collection** Brancusi: photographs and sculpture by the Romanian-born modernist. Ends April 17. Daily. **ZÜRICH** Kunsthaus Richard Gerstl (1883-1908): 70 portraits and landscapes by the least known of the great Viennese Expressionists. Ends May 8. Friedrich Dürrenmatt: paintings and drawings by the Swiss author who died in 1990. Ends May 18. Closed Mon.

For the past five years global warming has been high on the world's list of environmental worries. Outstripping other "green" concerns in the scale of its potential impact and in the complexity of its causes, it has offered the environmental movement some of its grandest images of apocalypse.

Industrialised countries took the threat so seriously that they made curbing emissions of carbon dioxide and other gases the target of a treaty negotiated at the Rio Earth Summit in 1992. On Monday, that treaty becomes international law, following ratification by more than 50 countries; signatories will now have to draw up plans for curbing emissions. This week in Geneva, the United Nations has wrestled with proposals for a fund to help developing countries cut emissions too.

However, this legislative and bureaucratic effort is misguided, according to *Global Warming: Apocalypse or Hot Air?*, published this week by the Institute of Economic Affairs. The authors, Roger Bate and Julian Morris, are economists at the institute, a free-market think-tank. The introduction by Wilfred Beckerman, an Oxford economist fond of tilting at environmental exaggerations, urges resistance to the "cobwebs of eco-dousters who warn us we are living on the edge of the abyss".

Bate and Morris acknowledge that the science which underpins predictions of global warming is not in dispute. Physicists agree that some gases, including carbon dioxide, now referred to as "greenhouse gases", can trap heat which is emitted from the earth's surface and so prevent it passing into space.

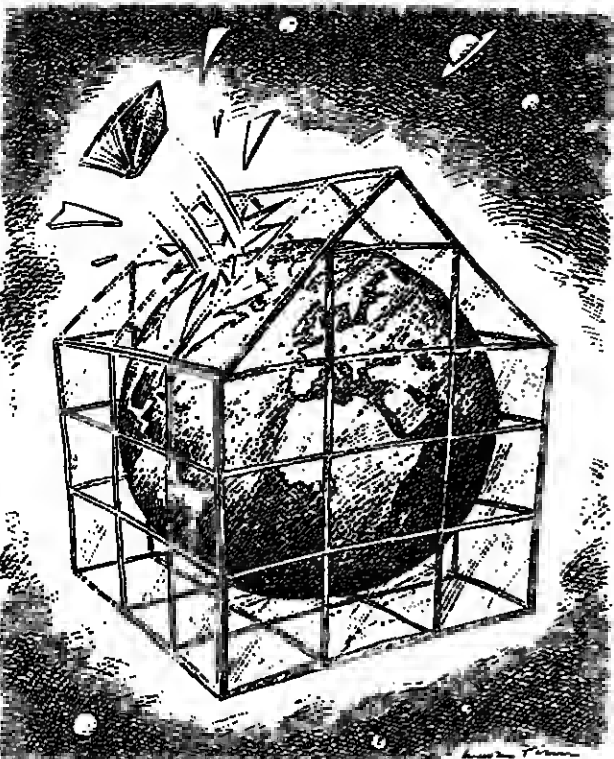
The authors take issue, however, with the hypothesis that, if greenhouse gases build up in the atmosphere, the planet will warm up. The four leading models of climate change used worldwide suggest that, if carbon dioxide levels double, the world will warm up by between 1.9°C and 5.2°C from existing levels.

Among other criticisms, Bate and Morris say such climate models cannot fully explain the warming of about 0.3°C that appears to have taken place this century. Instead, warming may be occurring because monitoring stations are located near cities, which have been getting larger and warmer, they suggest.

These complaints are

Greenhouse faces stoning

Is global warming really such a threat, asks Bronwen Maddox



rejected by scientists studying models of climate change, such as Bruce Callander, head of the working party which weighs up scientific research for the United Nations Intergovernmental Panel on Climate Change. In his view, "it is naive to bring up urbanisation as a problem, because it is recognised and has been thoroughly addressed."

Callander acknowledges that the models have many shortcomings. The behaviour of clouds remains the "single biggest uncertainty", he says; modellers are not sure whether clouds speed up warming or slow it down. But he adds: "The modellers themselves are the models' greatest critics."

Scientists admit that the global warming hypothesis is unproven, and that they will need years of further data to know whether predictions are accurate. The authors exaggerate the degree of scientific certainty and do not succeed in establishing that the threat

of warming should be dismissed.

They are on stronger ground in looking at ways in which economists have tried to compensate for the imperfect state of scientific knowledge in formulating policy.

The pamphlet deftly picks holes in the green lobby's favourite claim that measures to improve energy efficiency are a "no-regrets" policy, providing benefits such as cheaper fuel bills as well as curbing emissions. The authors maintain that, if savings from investing in energy efficiency outweighed the costs, companies and households would have made those changes already.

They home in, too, on the spurious precision of "cost-benefit analysis" the technique of comparing the costs and benefits of a particular policy before deciding whether to proceed. The estimates are necessarily tentative, yet are often used as firm predictions; the

UK government's recent proposals to tax rubbish dumping are a case in point.

But as in their attack on science, the authors are shadow-boxing at targets which are less solid than they claim. For instance, the policies which the authors warn would slow economic growth have not been implemented. The Rio convention, in the watered-down form which finally received international consent, tells countries only to draw up plans for curbing emissions, not to make cuts. And although the authors rail against the European Union's proposals for an energy tax, they seem not to have noticed that the proposals are stalled, if not dead.

In addition, the pamphlet's only recommendation – dashed off in two paragraphs – is that all taxes and subsidies on fossil fuels should be removed worldwide. "This is likely both to reduce emissions and increase global economic output," Bate and Morris state baldly.

The shortcomings of their case are unfortunate, because scepticism about environmental scaremongering is welcome and all too rare. So is the reminder that, in pandering to green populism, governments can put in place policies which are counter-productive and expensive.

The Rio convention will encourage governments to grapple with the important question of whether any international agreement to curb carbon dioxide emissions can be binding. Such treaties are almost impossible to police, as the emissions of individual countries are hard to monitor. Further, countries may be tempted to avoid the inconvenience and cost of the curbs, provided they can be satisfied that they will benefit from other countries continuing to observe them.

The only contribution which could settle the global warming debate, however, is more data about climate change. In Callander's words, "in 10 years we may say [scientists' investigation] has been an interesting exercise which came to nothing, or we may say that we were recognising something important happening in the atmosphere. At the moment, though, [the threat] should be taken seriously."

Global Warming: Apocalypse or Hot Air? Roger Bate and Julian Morris, IEA Studies on the Environment, 2 Lord North St, London SW1P 3LP; £5

Joe Rogaly

A mirage on the left



The fact has to be faced: Mr John Smith may be our next prime minister. He could step into No 10 Downing Street in, say, April 1995. That is just two tax increases away. Fear into the crystal. The Scottish ascendency triumphs, give or take an English name or two. Chancellor – Gordon Brown. Home secretary – Tony Blair. Foreign secretary – Jack Cunningham. Jack who? Never mind, it could be someone else.

This startling vision, this electrifying anticipation, is in the political air. No matter how much you shake your head, the notion that the Conservatives are approaching the end of their run will not be dispelled. The opinion polls, which so misled us in April 1993, have put Labour at 20 to 25 points ahead and kept it there. Their failure two years ago may not wholly invalidate their methods. Mr Smith's party is scoring well in traditional areas of Tory strength, such as management of the economy, taxation, and law and order. More to the point, we know without benefit of poll results that the Conservatives are no longer trusted. "Nobody believes a word we say," one of their senior advisers complained the other day. We do have a lamentable lack of faith, we who have been gulled, gulled and gulled again.

Most voters now appear to believe that Mr John Major's government will be thrown out next time. Yet where they place their crosses is more telling than what they tell interviewers. It is a fair assumption that the Conservatives will lose ground in the forthcoming by-elections. Not to mention the local elections in May and the European elections in June. If they do it will be difficult to resist the conclusion that Mr Major is unlikely to remain in office until the end of the century, as I once imagined he might.

The possibility that Labour will come back has been noted in Washington. When he visited the American capital last week Mr Brown and entourage were received by luminaries of the administration's economic team. A Labour party adviser was welcomed into the White House and shown around by the young heroes of Little Rock. It may be too much to suggest the president's political strategists will collude with Mr Smith's associates, in retaliation for the support given by the Conservatives to President Bush. Yet there is a political rapport between important individuals in the two parties that may pay dividends – unless President Bill Clinton is brought into irretrievable disrepute by the Whitewater affair.

The US Democrats are looking with interest at Mr Smith and, perhaps more particularly, at Mr Rudolf Scharping, the German Social Democratic party leader. If Mr Scharping joins, or leads, the German government after the election in October, Mr Smith should gain from the ensuing sense of momentum, the feeling that the reformed left in northern Europe is on its way.

It would be imprudent to allow this increasingly common fancy to determine Labour's political strategy. The bubble could so easily burst. There is no law that requires an election before April 1997. Opinion poll leads can melt away in an afternoon. Anything can happen in a period

as long as 37 months. Mr Smith's slow-motion repositioning of his party is the most dangerous strategy he could have chosen. It leaves him vulnerable to a long, shallow recovery of Conservative fortunes, capped by a surprise cut in taxation, a snap election during a period of optimism about the economy, and a campaign during which Labour's package of proposals, presented very late in the day, is easily dismissed.

The Labour leader clearly sees matters differently. Solid repositioning work is being done. Mr Tony Blair would make an excellent Conservative home secretary. His law and order speeches are more convincing than those of Mr Michael Howard, the present incumbent. They include an appeal to both reason and emotion. Mr John Prescott has been allowed to persuade the party that private investors should be persuaded to enter joint agreements with public authorities to finance specified projects. Mr Donald Dewar has distanced Labour from its previous, impossibly costly, pledges to increase state pensions in line with prices. His recent speech on this subject was thoughtful and pragmatic. He even managed to propose a way of introducing targeted benefits while affecting that there would be no means test involved. The trick is to top up pensions from three sources – state, private and occupational – to create a minimum retirement income at minimum cost.

Each of these is an instance of the steady build-up of reassurance that Labour needs. The proposition that the peo-

ple's party may not be so bad after all has to be sold to a large number of separate constituencies, one by one. Mr Smith has put some markers down indicating what Labour would actually do, most notably in the field of constitutional reform. He would contemplate proportional representation only if Mr Paddy Ashdown's Liberal Democrats held a pistol to his head, but he is committed to a Scottish assembly. A bill of rights and a freedom of information bill could be introduced quickly and at no financial cost. A first step might be taken towards reform of the House of Lords, probably by excluding hereditary peers from the vote. A surprising number of appointed Tory lords would support such a move today if Mr Major had the wit to propose it.

Mr Smith's supporters argue that, apart from maintaining the attack on the government, little more need be done than carry on with incremental changes in stance like those listed above. From Labour's point of view, they say, there is no alternative to lying low while the Tories continue to destroy themselves. Any other strategy comes up against questions that are impossible to answer – when will the election come? who will be prime minister at the time? will the Conservatives be unseated? what will they have on offer?

It is not good enough. The imperfections of the government combined with the uninspiring nature of the principal opposition party have contributed to a national mood of political despondency. All politicians seem equally reprehensible. Nothing can offer the heart beat faster. A new Labour paper promising to control public spending is entitled "trust and hope". British voters have lost trust. They seek in vain for a source of hope.

Smith's slow repositioning of his party is a most dangerous strategy. It leaves him vulnerable to a long, shallow Tory recovery

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

Fax 071 873 5938. Letters transmitted should be clearly typed and not hand written. Please set fax for finest resolution

Malaysia: EU should unite against threat

From Mr Mark Hudson.

Sir, Clearly the government has decided that, in the case of the Malaysian government's embargo on giving contracts to UK firms, the best course is to adopt a low profile and hope it all blows over. And prime minister John Major and foreign secretary Douglas Hogg are right – this decision will be rescinded after a decent interval of time.

However, even from a business perspective, this mousey approach is not ultimately satisfactory, as it ensures that British business will be more likely in the future to be damaged by events and press reporting at home – if governments abroad see that they can use the trade weapon for political purposes with impunity, they are more likely to do so. Outside the purely business

arena, it is frankly astonishing that a tougher response, such as the threat of retaliatory trade sanctions, is not being pressed forcefully by all those concerned with basic freedom and democracy. The issue should be one in which the EU as a whole could unite to apply a major threat (though support for Britain is likely to be at a low point in Brussels due to the debate over enlargement and the blocking veto).

Malaysia's prime minister Dr Mahatir Bin Mohamad (Letters, March 17) openly acknowledges that it is the perceived "vilification and libelous attacks" in the British press which he cannot stomach. He complains that "British newspapers are freely available in Malaysia", but that "Malaysian newspapers are not available to the Brit-

ish". In fact, Malaysian newspapers are freely available in the UK but are little read because the public does not choose to do so.

The Malaysian government's clear link between the trade sanctions it has imposed and the UK's free press is a direct attack on our freedom values. Dr Mahatir prefers the route of authoritarian force to that of debate. It may seem only a small affair, but the principles involved demand firmer action by the British government.

Mark Hudson, 13 Englewood Road, London SW12 9PA

From Mr John M B Asher

Sir, Dr Mahatir Bin Mohamad's letter did Britain a service in challenging the public to stop buying papers which pander to our belief in our own

self-righteousness and subtly appealing to xenophobia. His brilliant letter also deflected attention from a more serious matter.

Good government must create, operate within and uphold a framework of justice, a constraint which the press does not share. Penalising UK companies for the perceived sins of the London press is manifestly unjust, and does much greater damage to the reputation of Malaysia than The Sunday Times could ever achieve.

Dr Mahatir is a weighty word-smith. By all means take on our paper tigers in a war of words, but the injustice done to UK industry will prove a double-edged sword. John M B Asher, 11 Merin Road, Blackburn, Lancashire BB2 7BA.

Parliament in need of wide-ranging reform

From Mr Graham Allen MP.

Sir, Howard Davies, director-general of the Confederation of British Industry, is the latest person to call for a serious review of how parliament works ("CBI chief calls for overhaul of law-making", March 15).

There can surely be few people inside the Palace of Westminster who believe that the current state of the house is a substitute for serious professional scrutiny of the executive. Whether and when ministers lie to the Commons is a matter for debate. What is plain, however, is they now evade many reasonable requests for information as a matter of routine. Standing committees on bills often replicate the worst features of the chamber, and departmental select committees – a breakthrough 14 years ago – need to move up a gear to the level of the public accounts committee.

Rather than extending this pre-legislative stitch-up to include business, as Mr Howard suggests, how much

better to have open discussion on bills with standing committees taking evidence before getting locked into committee stage. There are many other areas that require reform, from the ludicrous late-night sittings to time-tableing of bills and scrutiny of European legislation. The implications for improving value for money, reducing public expenditure, errors and re-investigating economic policy-making cannot be underestimated.

As part of what opposition leader John Smith has called "a new constitution for a new century", Labour's commission on democracy this year will be looking at the possibilities for creating a modern self-respecting and democratic chamber, able to aspire to Gladstone's dictum of "not running the country but holding to account those that do". All of us – business included – will be the better for that. Graham Allen, shadow home affairs minister, House of Commons, London SW1A 0AA

Ukraine already enjoying significant benefits from new focus of EBRD

From Mr Victor A Yushenko and Mr Alexander N Sharov.

Sir, David Marab's article, "Excess gives way to restraint" (March 4) echoes the reaction of many officials and professionals in countries which have received European Bank for Reconstruction and Development investment to the changes effected by Mr Jacques Larosière since his appointment as president of EBRD.

Former EBRD president Mr Jacques Attali's reputation as a visionary is well recognised. However, we felt that, under his leadership, EBRD focused its attention on investment in Russia to form a base from which to apply successes to the former Soviet republics. As a result, countries like Ukraine received little benefit from EBRD efforts during the past few years.

By contrast, under Mr de Larosière's direction, Ukraine has seen evidence that his professional background as a

banker, at the Bank of France and the International Monetary Fund, has had its effect both on local leadership and on outright results. The bank's current focus in Ukraine on supporting local investment and banking services has resulted in substantial progress and an actual extension of commitments, especially in the area of financial institutions.

Needless to say, we have found the benefits of this change of leadership and direction within EBRD to have had a significant effect on fulfilling the original mission of the agency and on its impact on the developing economies of its target countries. Victor A Yushenko, governor, National Bank of Ukraine, Alexander N Sharov, Ukrainian Financial Group, organising committee, Kiev International Bank, Kiev, Ukraine

Jewish Chronicle can show record of probing commentary

From Mr Ned Temkin.

Sir, Gerald Kaufman's review of the newly published history of the Jewish Chronicle conveys a misleading picture of the hook, the newspaper, and of my predecessor in the editor's chair, Geoffrey Paul (Books: "Life and times of a paper tiger", March 12).

Mr Kaufman is right to say that there have been occasions during the newspaper's long history when it has been reluctant to speak out on various issues – indeed, with benefit of

hindsight, perhaps too reticent. Given the fact that, at 153 years of age, we are the fourth oldest weekly paper in Britain, that is only to be expected.

But overwhelmingly, our record has been – and continues to be – one of fiercely guarded editorial independence and consistently probing commentary on communal, national and international issues. In this, the newspaper is unique among Jewish publications worldwide, and the equal of the most distinguished

of Britain's national newspapers. The book Mr Kaufman reviewed makes this point forcefully, also noting the Jewish Chronicle's central role in a community whose large majority, regardless of political or religious persuasion, reads the paper each week.

The comment attributed by Mr Kaufman to my predecessor that the newspaper "could not run ahead of its readership" was made in the context of one quite specific issue: a deep dispute within the Orthodox Jew-

ish establishment in the 1960s which led, ultimately, to a schism within it. Indeed, Mr Paul, himself, spoke out courageously on a number of issues even when this meant challenging the views of communal institutions, or of readers, a fact reflected in the often stormy debate that has always marked our letters pages.

Ned Temkin, editor, Jewish Chronicle, 25 Farnham Street, London EC4A 3JT

DON'T
CRACK
UNDER
PRESSURE

TAG Heuer

SWISS MADE SINCE 1860

FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL
Tel: 071-873 3000 Telex: 922186 Fax: 071-407 5700

Friday March 18 1994

Programmed for failure

Mr Michel Camdessus, managing director of the International Monetary Fund, has been put in an impossible position by the group of seven leading industrial countries. He is in Moscow to decide whether to release the second \$1.5bn tranche of funds aimed at assisting reform. If he does not release them, the IMF will be blamed for the deterioration in the economy. If he does, the economy will deteriorate, nonetheless. His is a doomed mission.

So what should the west be doing, instead?

First, it must remember that Russia is both a nuclear power and Europe's most threatening neighbour. Its problems cannot be approached as if the country were the Philippines, or even Brazil.

Second, it must understand the roots of the disaster, which are the collapse of the communist economy and the attendant moral and fiscal bankruptcy of the state. The claims inherited from the Soviet Union greatly exceed the resources upon which the government can lay its desperate hands. The budget deficit is supposed to be 10 per cent of gross domestic product. In fact, it is at least 15 per cent, before meeting the defence minister's demand for a doubling of the military budget.

Third, the west needs to provide enough resources to allow Russia to rebuild both its economy and its bankrupt government, delivered in ways that actually allow it to do so. This means currency stabilisation and funds sufficient to close the budget deficit, conditional upon the establishment of private property, price reform, industrial restructuring and tight control over subsidies. The funds required will be large, but their

duration need not be that great. With credibility restored, money could pour into the country, some of it as returning flight capital. But the IMF's \$1.5bn - roughly half a per cent of Russia's GDP - is neither here nor there.

Fourth, the principals should themselves be present in Moscow. The IMF is not even the ideal agent, partly because it is obliged to treat Russia as just another member country, partly because it does not possess the necessary political authority and partly because it does not have the needed resources. If the G7 is to act, it should send someone of the stature of Mr Larry Summers, US treasury undersecretary for international affairs, to talk to those who matter, decide whether reform is feasible and then cajole the G7 into offering the assistance that might make it work.

Finally, the west must decide whether now is the time. The government of Mr Victor Chernomyrdin has made a greater effort to hold the budgetary line than many expected. Mr Victor Gerashchenko, the central bank chairman, has even started to behave like a monetarist. But the perseverance of the government is highly uncertain and the support of the parliament still more so, particularly when President Yeltsin has withdrawn from the scene. For all that, it is both right to explore the possibilities of today and essential to prepare for the fresh opportunities for radical reform that may, given Russia's economic plight, emerge tomorrow. What makes no sense at all is to prefer the certainty of failure to the chance of success. At present, the G7 has no policy for Russia, it is just making gestures.

Malaysian moves

Dr Mahathir Mohamad, the Malaysian prime minister, has made it clear that he is in no mood to rescind his government's embargo on purchasing British goods. "No contracts in exchange for British press freedom to tell lies," he wrote in a letter published in yesterday's FT.

Dr Mahathir's reaction to newspaper reports that bribes were allegedly offered to Malaysian politicians is unwarranted. The British government has no control over what the country's press says, nor should it. By linking government contracts to whether British newspapers say nice things about his regime, Dr Mahathir has damaged trading relations that are important to both countries. If he has been libelled, the right response would be to sue in the British courts.

Eventually Dr Mahathir may realise that the trade ban will damage Malaysia as much as, if not more than, Britain. He has not only reduced his choice of suppliers but alerted the world to the risks of doing business with Malaysia. He should remember that reputation takes longer to build than to destroy.

In the meantime, the question is how the British government should respond. There should certainly

be no apologies, since Malaysia has wronged Britain, not vice versa. Unfortunately, there has been a tendency to appease him by some ministers: Mr Richard Needham, the trade minister, has even blamed the press for the dispute.

Though apologies should be ruled out, Britain has little interest, at this stage, in escalating matters. An argument could be made for a symmetrical ban on UK government contracts to Malaysian business. But retaliation should only be considered if strong protests fail to change Dr Mahathir's mind. The UK's European partners should be asked to join such protests, for wider issues of press freedom and commercial policy are at stake.

The dispute underlines the need for international rules to prevent governments using discriminatory public procurement in this way. Although a Gatt code covering public procurement exists, it has been signed by only a handful of countries, of which Malaysia is not one. It would be naive to think that Dr Mahathir could be persuaded to sign the code in current circumstances. But extending it to all Gatt members should be one of the European Union's medium-term goals.

Africa's gloom

Sub-Saharan Africa's economic decline may have been arrested, and in some countries modestly reversed. But the long-awaited World Bank report on structural adjustment in the region is deeply worrying, nevertheless. Current growth rates among the best performers are "still too low to reduce poverty much in the next two or three decades". With today's poor policies, it will be 40 years before the region returns to its income per head of the mid-1970s, says the report.

The sheer misery of countries not covered in the report can only be guessed at. Sudan, Africa's largest state, Zaire, Angola, Somalia and Liberia. Meanwhile, Burundi, which was doing rather well, has had a coup and Nigeria has slid backwards, after having been a leading performer between 1987 and 1991. Last weekend it was given a justified ticking off by Mr Kim Joo-ik, the bank's vice-president for Africa.

The fundamental questions are why Africa has been left trailing by the rest of the developing world and what can be done to remedy the calamity. Some of the answers may emerge in Tokyo this week, where the Japanese finance ministry has brought together World Bank and IMF officials, other donors and African governments, to discuss lessons from East Asia's success.

Mr Lee Kuan Yew of economically successful Singapore made a start last November, when he offered Africa his own sensible checklist: clean government; an effective and adequately paid civil service; family planning; "pragmatism, not dogma, in economics";

letting foreigners and local entrepreneurs "get on with their business"; universal education; and going "for results not political correctness". Mr Lee had another piece of advice, one that goes to the heart of Africa's development disaster: maintain national solidarity and social cohesion.

Africa faces many formidable obstacles in its efforts to recover. The infrastructure is desperately poor, privatisation painfully slow, the external debt burden heavy, management weak and education inadequate. In all of these areas outsiders can offer some assistance. But the continent's most formidable hurdles, those of social fragmentation and brutal political exploitation, are not susceptible to outside intervention. Too often governments fail to act on behalf of their countries. Obligations extend, instead, in concentric circles, beginning with family, village and clan, and embracing tribe, but not country.

It is not Africa's fault that boundaries are arbitrary, that former nation states were divided, or several nations encompassed within newly created territories. The Organisation of African Unity's decision to retain those colonial boundaries was right. But after independence, African leaders failed to build either the machinery or, more important, the attitudes required by functioning modern states. Building such a social compact may require a new generation of leaders.

Make no mistake, structural adjustment is necessary, even though it is bound to work slowly. But it may not work at all if those with power do not feel obliged to serve the interests of the people.

Paris and Bonn are getting on each other's nerves - badly. With an election season in full swing in Germany and getting under way in France, fits of mutual pique could develop into a more serious rift with consequences for other members of a European Union that is shortly to come under successive German and French presidencies.

The German foreign ministry yesterday called in Mr Francois Scherer, France's ambassador in Bonn, to complain about his comments to German journalists that Germany had taken a heavy-handed - and in Paris's view, unhelpful - line in the negotiations to admit Nordic countries and Austria to the EU.

But Mr Scherer was just echoing his masters' voice. A French minister said yesterday Mr Klaus Kinkel, Germany's foreign minister, had "irritated us with his dynamism" in enlargement talks. In a counter-productive bid to push enlargement along, Mr Kinkel had misled new members into thinking they could get away with partial acceptance of EU rules, and had thus "delayed" conclusion of enlargement talks, the minister complained.

This row, full of portent for the future, awkwardly coincides with two emotion-charged historical brouhahas. One concerns Germany's possible presence at the 50th anniversary of the D-Day landings in Normandy this June. Chancellor Helmut Kohl would love to be invited, if only to show his electorate how solidly he has reconciled Germany with its former enemies.

But fearful of a backlash from army veterans, older Gaullists and even some wartime allies, the French government is hanging back. It has even shelved its earlier idea of holding some kind of Franco-German commemoration on May 8, the 49th anniversary of the end of the second world war, because Mr Kohl does not want to be fobbed off with second best. For his part, Mr Kohl has turned down the request of France as well as the US and the UK to mark the final departure of their troops from Berlin this summer with a military march-past.

Instead, he is planning a German torchlit parade, with perhaps questionable historical connotations.

There are other plinkies to the relationship. They include:

● France, awaiting further guarantees that the European Parliament will remain in Strasbourg, is blocking legislation that would, inter alia, give Germany 18 more Euro-seats for its eastern Länder. A German diplomat went to Paris recently to warn German political parties would take it "very seriously" if they did not get extra Euro-seats in time for June's European Parliament election.

● France's largest promised investment in eastern Germany is threatening to turn sour, with Elf-Aquitaine, the newly privatised oil company, trying to evade part of its commitment to sink DM3bn (\$1.1bn) into a showcase refinery at Lema. Worried about rising unemployment and his falling popularity in that region, Mr Kohl has complained to the French government.

● France's industry minister, Mr Gerard Longuet, recently complained that "Germany has to accept there are other industrial countries in Europe", expressing frustration at the lack of Franco-German co-operation in cars, high-speed trains and energy.

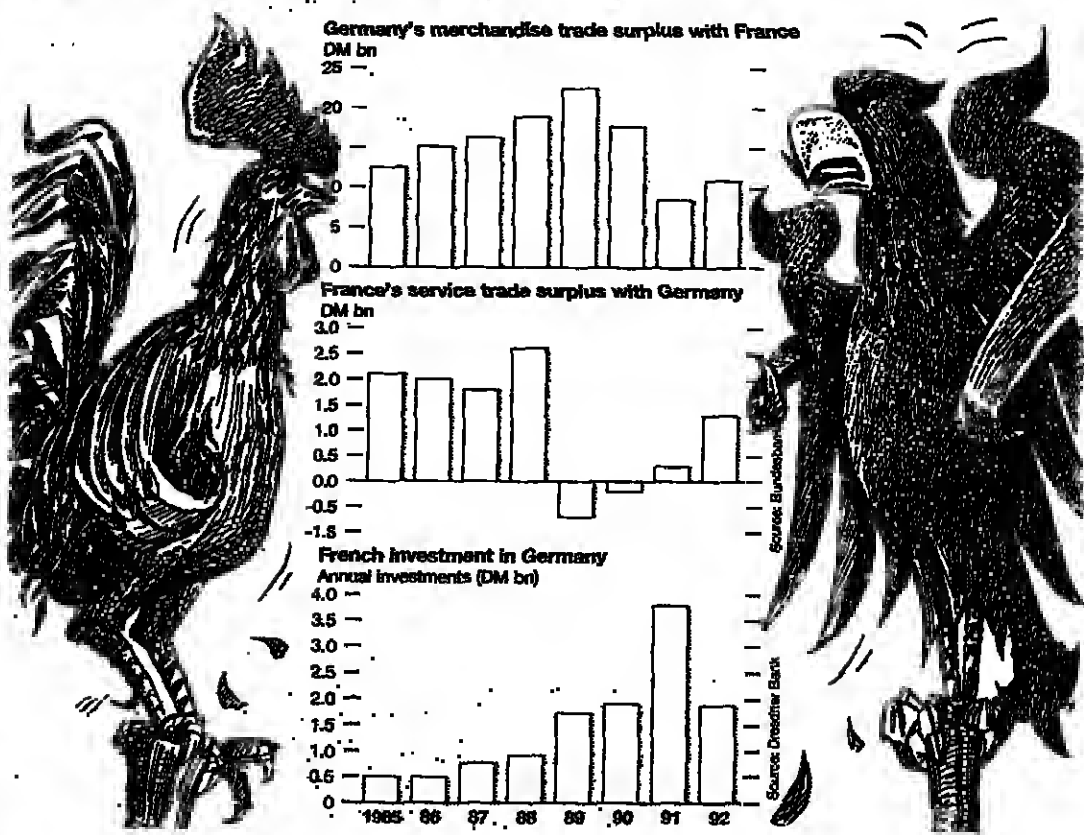
Many such tensions would pass unnoticed between other countries. But expectations of the Franco-German relationship are very high, precisely because of what the two countries have achieved since they signed their Elysée friendship treaty 31 years ago. Indeed, the traditional way of giving the relationship a shot in the arm is for the leaders of both countries to announce some grand new initiative. But of new ideas, there seem to be few. One exception is a French plan for a joint armaments agency with Germany. But its adoption at this summer's bilateral summit is uncertain, because Mr Kohl is preoccupied with an electorate unappreciative of military spending.

The Maastricht treaty, of course,

David Buchan and Quentin Peel examine emerging strains in a relationship that has underpinned European unity for decades

Odd couple's testing tiffs

Franco-German relations: squaring up for a fight?



gives Paris and Bonn a long-term agenda, and the two countries have weathered a series of strains in the past year - over currencies, Bosnia and the Gatt negotiations. But their latest spat over enlargement bodes ill for the future, precisely because there will be future admissions to the EU from central Europe. Paris is not questioning whether Union membership should be increased - it accepts its inevitability - but it is raising the question of how this should take place.

The rock on which the Franco-German partnership has recently rested is the solid understanding built up by Mr Kohl and President Francois Mitterrand in their 80-odd meetings over the past decade. But, in this curiously top-down alliance, what happens when the top changes? Would it be the same if a President Jacques Chirac came to power in France next year, representing a more hard-nosed Gaullism, or if Mr Rudolf Scharping's Social Democrats were to win a share of power at this October's federal German election, bringing in an anti-militarist that could thwart France's ambitions for common European defence?

For all the ministerial encounters in Franco-German summits every six months for the past 21 years, the political classes of the two countries are not close. Their institutions and parties differ too much. On the left, French and German socialists have long maintained contact, but on the right there is no unified conservative party in France to talk to Mr Kohl's Christian Democrats.

However, the history of the relationship is one of trying to create links at all levels. For instance, the prospect of monetary union is pushing the National Assembly and the Bundestag closer. It was striking early this year that Mr Jean-Claude Trichet presented his first public testimony - as governor of the newly independent Bank of France - to the Bundestag in Bonn a few days before he did so to the

National Assembly in Paris, and even more striking that this passed without comment in France.

Greasing the often creaky wheels of the Franco-German locomotive is a network of French and German bureaucrats who have spent some time in each other's countries, civil service colleges and administrations. The French and German foreign ministries each take in two diplomats from the other country for one or two years. This exchange has operated for some seven years.

Since 1947 France's Ecole Nationale d'Administration (ENA), which has no direct equivalent in Germany, has taken nearly 300 Germans into its prestigious courses. Many of them, fluent in French and

find German officers long-winded in their politeness.

But by far the highest point of contact between the two countries is, of course, business. They are each other's biggest trading partner. In 1992 France took 13 per cent of Germany's exports, and Germany 17 per cent of French exports. For a long time, the relationship was largely one of trading goods across the Rhine, though the German chemical companies started to invest directly in France in the 1970s, partly to satisfy French farmers' appetite for fertiliser, while French investment in Germany only caught up a bit with the fall of the Berlin Wall.

But French investment in Germany still only totals DM12.7bn, putting France in sixth place (behind the UK), while Germany has invested DM22.7bn in France, making it the second-largest investor behind the US. Because of the labour-heavy investments in eastern Germany, slightly more Germans (250,000) now work for French subsidiaries than French (220,000) do for German subsidiaries.

This half-million labours under sharply contrasting management cultures and styles, though management goals of investing for the long term are increasingly similar. "It would be hard to find two more different cultures - France is very centralised and everything happens in Paris in a very urban environment. In Germany it is just the opposite, and the French find it hard to adapt to the very different environments of Hamburg, Munich, Berlin," says Mr Berger, a German management consultant.

Mr Berger finds the French "equally puzzled by the decentralised German corporate structure. German corporate law puts the responsibility on the company board, and German companies tend to be managed by a team of different specialists on those boards."

Mr René Lasere, of the Paris Institute for the Study of Contempor-

rary Germany, echoes this. "With us it is a monarchy, a presidential system, while German companies have a parliamentary system."

He also points to the difference between French and German labour relations. "It is two different worlds," says Mr Lasere. "In Germany, *mitbestimmung* [co-determination] for the workers in management decisions really means that, while in France the role of the *comité d'entreprise* [worker's council] is purely consultative." As a result, it is almost impossible to exchange shopfloor managers back and forth across the Rhine.

Because of these differences, "it is essential companies allow their subsidiaries a lot of freedom", says Mr Berger. In addition to the publishing group Bertelsmann, with its thriving magazines in France, examples of successful cross-Rhine management include St Gobain's relationship with Vegla, its large German subsidiary, Hoechst's relationship with Roussel-Uclaf, the French pharmaceutical company it controls, and Alcatel's relationship with SEL, its telecommunications subsidiary in Germany.

But some managements, particularly on the French side, are too pushy. Mr Lasere claims. The bid by Crédit Lyonnais to link up with Commerzbank was doomed to failure because the state-owned French bank wanted to rival Commerzbank in its home market, he says, while newly privatised Banque Nationale de Paris (BNP) co-operated with Dresdner Bank in working precisely because it is limited to third countries. He claims Thomson, the French electronics group, demoralised the staff of its Teletunkco acquisition by managing it from Paris.

Both these setbacks concern French state-owned companies, of which German businessmen are highly suspicious. A survey by Heidrick and Struggles, the management consultant, of the top 200 companies in France and Germany showed 45 per cent of the top French managers had worked for the state, and only 8 per cent on the German side. This is why France's current privatisation programme - despite its side-effect in freeing Elf to reconsider its commercial view of the Lema project - has a wide importance in enabling French managers to adopt the same private-sector attitudes as their German counterparts.

A common culture in the broader sense is what the new Arte television station aims to foster. Set up by President Mitterrand and Mr Kohl after German reunification, it broadcasts in French or German (with subtitles in the other language). It has about 2 per cent of the audience in France and a bit less in Germany. Not much, but this corresponds, according to Mr Olivier-René Veillon of Arte, to the number of French and Germans who speak each other's language.

It is very revealing of differing Franco-German habits and tastes. "We find that French and Germans don't laugh at the same thing," says Mr Veillon. "Only Anglo-Saxon productions like *Monty Python* or *Fawlty Towers* make Germans and French laugh equally."

Arte makes a brave effort to get the two countries to face their sorry past. When it aired a documentary called *War of the Saxons*, examining French and German government wartime propaganda use of television, Arte's audience rose to 4 per cent. Every Sunday, too, Arte runs film from both sides of the same events in the second world war. "It is very important for countries which are so dependent on each other to know each other better," says Mr Veillon.

France and Germany face a tricky transition. Their last war is not distant enough to avoid painful anniversaries, yet too distant for new generations of leaders on both sides of the Rhine necessarily to feel the same commitment to unity. It is clearly too early to pronounce the Franco-German relationship has so deepened that it can survive unscathed any changes at the helm.

OBSERVER



Putting two and two together, the Chinese seemingly wondered whether invisibility was something to do with blindness - which perhaps explains the delay in finding a companion for Sir Andrew.

Fortunately the misunderstanding was spotted in time.

Liu cleans up

Meanwhile, at last China pays attention to human rights. We all have a right to a clean toilet and China intends leading the way with its National Patriotic Health Campaign Committee. Eighty per

cent of urban and 30 per cent of rural homes must have hygienic latrines by the end of the decade. Bourgeois resistance is likely to be fierce in some quarters, according to Liu Yuliang, the committee's deputy director. "While wealthy farmers tend to spend thousands of yuan to build new houses, few bother to update their potty."

Quango

Perhaps Mike Espy, US secretary of agriculture, should be signed up as an honorary member of SPUA, the Society for the Prevention of Useless Acronyms. Pontificating on Wednesday to the House Agriculture Committee about the latest Gatt round and the way to increase farm income through exports, he let slip that "within our arsenal right now we have a number of tools: the EEP is one, we have the SOAP/COAP and the BEPS. We have GSM, 102, 103, and the MPP".

Perennial bloomer

For some odd reason the Cheltenham & Gloucester Building Society, one of the more hardy of its species, wants to be loved by gardeners. It's paying \$400,000 to sponsor Classic FM's answer to BBC Radio 4's Gardeners' Question Time. Having pruned back its range

of financial products, C&G is now diversifying into sweatshirts, watering cans and gardening gloves. The thinking seems to be that since many C&G customers like gardening, they will come to love the C&G.

Maybe so, but the wedding out of the society's unprofitable members arouses a suspicion: is C&G uprooting itself from the building society movement and preparing to blossom into a greedy plc?

Hackneyed cab

Fed up with paying too much for your car insurance? In that case buy yourself a pastel-coloured motor. Barry Hubert, who runs Hill House Hammond, one of the UK's biggest chains of high street insurance shops, says owners of black or red vehicles may have to pay higher premiums because, statistically, they are more likely to make a claim.

Is the implication that if all drivers of red and black cars change to lemon, they are suddenly going to have fewer accidents? Oh well, the insurance industry always prefers putting carts before horses.

Trend bucking

Washingtonian wits now suggest Hillary Rodham Clinton carries on her desk a notice reading "the bucks start here".

Paris worried over Bonn's policies on enlargement of European Union Franco-German row downplayed

By David Buchanan in Paris, Quentin Peel in Bonn and Lionel Barber in Brussels

France and Germany struggled to limit the damage to their relationship yesterday after the French ambassador was summoned to the German foreign ministry to explain highly critical remarks over Bonn's foreign policy.

The row has brought into the open growing concern in Paris about both the style and substance of Germany's post-unification policies, in particular over the enlargement of the European Union to the north and east.

More fuel was added to the tensions being caused by enlargement across the EU by an attack

on the process from the Greek minister for European Affairs, Mr Theodoros Pangalos, who said he had regretted having had to lead the negotiations allowing Sweden, Norway, Finland and Austria into the union. Greece currently has the EU's rotating presidency.

In what appeared to be a coded attack on the heavy-handed role Germany played in bringing the talks over entry terms to a successful conclusion this week, Mr Pangalos said: "Now this is done, now that I have done my duty, I honestly want to say that this decision was wrong."

He warned that the prospective new entrants would make decision-making more difficult and their entry should have been

delayed until the end of the decade.

Mr Pangalos's outburst appears to have been prompted by fears that further pressure to open up the EU to eastern European countries would be championed by Germany with as much vigour as Bonn's foreign minister, Mr Klaus Kinkel, has used over the past two weeks in the recent enlargement talks. Greece fears that the entry of more poor countries may weaken its access to EU funds.

In Paris a French minister admitted that Mr Kinkel had "irritated us with his dynamism" in Brussels.

But senior German officials said their government was both "irritated and annoyed" about an

off-the-record interview given to German newspaper correspondents by Mr François Scheer, the French ambassador in Bonn. In it, he called for clarification by Bonn of its commitment to western Europe, and apparently criticised German heavy-handedness in the enlargement negotiations.

The official line of both governments, however, was firmly to squish any suggestion of serious dissent. The German foreign ministry said Mr Kinkel had held a "detailed telephone conversation" yesterday with Mr Alain Juppé, his French opposite number, covering all aspects of Franco-German relations.

An undiplomatic voice, Page 2
Odd couple's tiffs, Page 19

Riot police oust Vladivostok mayor over bribe allegations

By John Lloyd in Moscow

The elected mayor of Russia's far eastern city of Vladivostok, where the pace of reform has stirred opposition, was forcibly removed from office by riot police yesterday after a raid on his offices.

The ousting followed allegations of corruption, bringing to the surface disputes over reform policies in a city where the growth of a free economy has been more marked than in other parts of Russia, but where the bulk of employment, fear collapse and where some of the highest votes for the ultra-nationalist and communist parties were recorded at the parliamentary elections last December.

Mr Victor Cherepkov, elected mayor last year, was removed from the mayoralty building by some 50 Omon riot police - although later reports say he was not imprisoned and local television showed him lying on a bed after a heart attack. The deputy mayor, Mr Vladimir Gilgenberg, was carried out of the building, according to Tass, the official news agency.

Mr Cherepkov, a former sub-



marine captain, has been charged with bribery, according to Mr Veniamin Chichayev, an aide to the regional prosecutor. Mr Cherepkov has denied corruption and says that political enemies have been trying to remove him before next Sunday's elections to the regional legislature.

Vladivostok's stock market, the most active in Russia, has boomed in recent months - by trading shares in privatised companies. Vladivostok has led the country in privatising its enterprises - but in doing so has

appeared to trigger a reaction from the state plant directors, who see their power base eroding, and from workers who fear unemployment.

Mr Cherepkov has been feuding for months with the Moscow-appointed governor of the Maritime Territory, Mr Yevgeny Nazdrachenko - who initiated the allegations of corruption. Mr Nazdrachenko appointed Mr Konstantin Tolstosheyn, last year's unsuccessful mayoral candidate, as acting mayor.

Mr Cherepkov, like his adversary Mr Nazdrachenko, is considered to be a middle of the road reformer, however, and the row between the two men is believed to centre on local issues and may not carry wider implications for the struggles between reformers and their critics elsewhere in Russia.

Some 300 demonstrators turned out in support of Mr Cherepkov yesterday morning, carrying placards reading "No to lawlessness" and "Shame on the provocateurs". Mr Vladimir Chilo, an engineer, said: "The city is getting impossible to live in. It is drowning in dirt and no one does anything."

Sinn Féin stresses US peace role in N Ireland

By Michael Cassell, Jurek Martin, Tim Cooney and David Owen

The United States could play an instrumental role in helping achieve peace in Northern Ireland, Mr Gerry Adams, the Sinn Féin president, said in Belfast yesterday.

In reasonably upbeat remarks, Mr Adams told a St Patrick's Day rally that the US administration was displaying a readiness to take a fresh approach to the conflict in spite of sustained British pressure. He was speaking ahead of yesterday's meeting between Mr Albert Reynolds, the Irish prime minister, and US president Bill Clinton.

The Sinn Féin leader said republicans wanted to live in peace and without coercion among their unionist neighbours. He added Sinn Féin neither condoned nor encouraged armed actions and stressed that all parties had to be involved in the current peace process.

Mr Adams's statement received a guarded welcome in Washington, with Mr Clinton saying he was "quite encouraged".

Mr Adams's words came "at a good time and I hope it has a good effect", the US president said, standing with Mr Reynolds at the White House.

But he added it was "premature" to discuss the question of issuing another US visa to the Sinn Féin leader. "The issue now, is what is going to be the role of Sinn Féin in the ongoing peace effort. Will they join? I hope they will," Mr Clinton said.

Speaking later at a special St Patrick's day dinner hosted by the president, Mr Reynolds said that US support for the Northern Ireland peace process would have "an important influence" on its outcome.

In London, Sir Patrick Maybaw, the Northern Ireland secretary, was urged strongly by Tory backbenchers to step up pressure on the Irish government to improve security co-operation.

Hanson enters Asia markets

Continued from Page 1

that the group's next sizeable deal would be on the continent. Immediately after, Hanson launched a bid for Rank's Hovis McDougall, a largely UK company.

When that failed, the company's next move was a classic Hanson-style US acquisition, buying Quantum Chemical last September. Since then, Hanson has been settling rather than buying businesses to cut its heavy debt.

Mr Hanson's new appointment is not full time, and he will retain his role in the group's European operations.

US-Russia satellite venture

Continued from Page 1

LKEI was formed last year as a joint venture between Lockheed Missiles & Space of California and two Russian aerospace manufacturers - Khruinchev Space Center and NPO Energia, both of Moscow - for the worldwide sale of Russian Proton commercial launch vehicles. The post-cold war venture initially raised concern in Washington that low-cost Russian launch services could undermine the US commercial satellite launch industry.

"LKEI has continued to work hand-in-hand with the US government to ensure fair competition among launch services providers," Mr Lloyd said. Under a US-

Russian trade agreement signed last year, Russian launch bids cannot undercut the lowest western bid by more than 7.5 per cent. The agreement also limits Russian launches of western commercial satellites to eight a year.

"The LKEI venture is extremely important to us," said Mr Anatoly Kiselev, president of the Khruinchev Space Center and co-chairman of LKEI. "We see this effort as critical to the Russian aerospace industry and to Russia's ongoing effort to transition to a market-based economy."

Mr Lloyd said LKEI was identifying work needed to improve the Baikonur launch facilities in Kazakhstan, and has begun talks with insurance underwriters.

But he added it was "premature" to discuss the question of issuing another US visa to the Sinn Féin leader. "The issue now, is what is going to be the role of Sinn Féin in the ongoing peace effort. Will they join? I hope they will," Mr Clinton said.

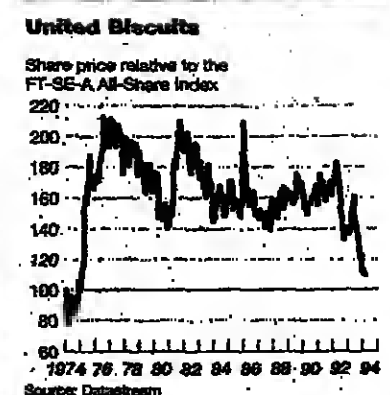
Speaking later at a special St Patrick's day dinner hosted by the president, Mr Reynolds said that US support for the Northern Ireland peace process would have "an important influence" on its outcome.

In London, Sir Patrick Maybaw, the Northern Ireland secretary, was urged strongly by Tory backbenchers to step up pressure on the Irish government to improve security co-operation.

THE LEX COLUMN

United they stand

FT-SE Index: 3255.7 (+12.8)



United Biscuits stands on the fault line in the UK food manufacturing industry and is desperately struggling to ensure the ground does not give way beneath its feet. Strong brands and international expansion have enabled Unilever and Cadbury Schweppes to move to firmer terrain. UB may yet be able to join them. Its ambitious £121m restructuring programme will now determine its fate.

The 2 percentage point drop in McVitie's fat margins highlights the pressures in UB's home patch where raw material price rises are still hurting. UB may be able to stomach that decline if its promised costs savings are recycled into increased marketing spend. Promising growth in mainland Europe and the far east is also contributing to the cause. But UB's fortunes hinge on the US where most of the restructuring costs will fall over the next three years. Keebler is taking to the hills in salty snacks, trying to become a strong regional operator rather than a weak national one. The marketing and distribution changes in its cookies business also seem a textbook strategy; the only trouble is Keebler's competitors may have read the same book.

Still, by ransacking the 1993 balance sheet, UB at least stands a chance of delivering some earnings and dividend growth over the next few years. The market may well appreciate those short-term attractions, especially given the underpinning of a 6 per cent yield. But the broader risk remains that in its world of scarce cash resources, UB will only feed its problems and starve its strengths.

Reed Elsevier

For the market to shave 3 per cent from Reed's share price on the day when the company demonstrated that the merger with Elsevier was working is a predictable misanthropy. The shares have all but doubled since the merger was announced, and a 40 per cent premium rating to the market is difficult to sustain without comparable earnings prospects. Those overly besotted with multimedia hype have also received a refreshing bucket of cold water as the sector's shorter term earnings prospects have become clearer.

Yet to dwell on the negative influences is to miss the point about Reed Elsevier. The company has an enviable mix of high margin steady growth businesses and lower margin consumer titles which are about to benefit

from the upswing. Even with that spread, the portfolio is sensibly concentrated in specific publishing areas.

The management's clear strategic view is a force to be reckoned with. Strong cash flow and high interest cover mean the group has plenty of fire power ready to use as and when attractive acquisition opportunities emerge. The purchase of Official Airline Guides for \$415m and its subsequent rationalisation reassures that the company may resist overpaying.

In the absence of a hot-headed aggressive bid, large-scale acquisitions may take longer than the market would ideally like. But then, shareholders have long kept faith with Reed, despite its humdrum earnings record. It is worth hanging on a little longer, since all that remains is for the management fully to exploit the opportunity it has created for itself.

Legal & General

Mr David Prosser deserves full credit for turning Legal & General around since taking over as chief executive in the autumn of 1991. Recent new business figures have been up with the pack after three dismal years. Costs have been reduced and L&G's mixed record on compliance - witness the recent record fine imposed by Lauro - is being addressed. True, the profits recovery evident in yesterday's full year figures owes more to the cyclical upswing in general insurance rates. By reserving fully against mortgage indemnity losses and hiving off extensive reinsurance cover, though, L&G has limited its downside risk. If that allows its management to concentrate on the long-term savings busi-

ness, so much the better. There is certainly no shortage of challenges. How L&G will cope with the tough new regulatory regime promised by the Securities and Investments Board is difficult to judge. Since endowment mortgages account for a relatively large slice of sales, full disclosure of commissions is a real threat. That said, L&G may be big enough and have a strong enough brand to diversify into alternative savings products such as unit trusts. The company's respectable investment performance in recent years is another reason for optimism.

Yet it remains a racing certainty that tougher regulation will result in fewer life assurance contracts being sold across the industry. Until L&G proves itself a winner, its shares are likely to suffer with the rest of the sector whatever the attractions, in terms of yield.

Guinness

Having worked hard to reduce its costs and stepped up marketing spending on its brands, all Guinness now needs is a drop of recovery in the drinks market. The 4 per cent slide in its shares following yesterday's results partly reflects the downward trading statement that accompanied them. True, there are some glimmers in spirits, up 1 per cent by volume last year with Scotch whisky sales up 3 per cent. But demand is strongest in lower-priced brands and price rises lagged inflation. Even these modest volume increases are being bought at the expense of margins.

In brewing, efforts to exploit the stout brand are overshadowed by the continued slide in Cruzcampo's profits. Recession and the lack of Olympic games custom provide convenient excuses for its poor performance, but Guinness now has ample cause to regret having into Spanish brewing extensively and at the wrong time.

Still, there may be little alternative, as in spirits, but to wait for better times. At least the cash inflow from the recent LVMH deal will reduce gearing to 38 per cent. Since Guinness is generating ample cash from operations, the LVMH deal hastens the day when it must find a way of spending some of this money. Presumably another Cruzcampo is not on the cards, though smaller targeted acquisitions may be. Or perhaps Guinness could again buy in its own shares, starting with the 4 per cent stake that LVMH must sell by June next year.

Without us, pilots wouldn't have such a confident approach.

A340 pilots trust the partnership of Messier-Bugatti and Dowty each time they lower their wheels. That partnership is now total as Dowty and Messier-Bugatti merge their landing gear businesses in Messier-Dowty, a joint venture between TI Group and Saecma Group of France, which from the start is a £250 million world leader in its field.

Only Messier-Dowty can offer design, manufacturing and test facilities on both sides of the Atlantic, backed by a total of 125 years of expertise and knowledge. When the manufacturer of the next, 600-800 seat, generation of airlines seeks a landing gear partner, Messier-Dowty will be a strong contender to land the job.

Dowty is one of TI Group's three specialised engineering businesses, the others being Bandy and John Crane. Each one is a technological and market leader in its field. Together, their specialist skills enable TI Group to get the critical answers right for its customers. Worldwide.



WORLD LEADERSHIP IN SPECIALISED ENGINEERING

For further information about the TI Group, contact the Department of Public Affairs, TI Group plc, Lambourn Court, Abingdon, Oxon OX14 1UN, England.

FT-WEATHER GUIDE

Europe today

A zone of low pressure will lead to snow showers along the west coast of Norway and in Finland. In northern and central parts of Scandinavia, temperatures will remain below freezing. Snow showers are also forecast for Scotland. There will be heavy rain in the southern parts of the UK, in Ireland, in the southern parts of the Benelux, in northern France, and in Germany. Wintry showers with sunny intervals are forecast for Denmark, Poland and the Baltic states. Conditions in the south will be generally mild and dry, except for isolated showers in Greece. In the Mediterranean, sunshine will be plentiful. Temperatures will be highest in Spain and Portugal.

Five-day forecast

A frontal zone, separating cold air over northern Europe from mild air over southern Europe, will flow south. It will reach central and eastern Europe during the weekend, causing heavy rain and snow in the mountains. High pressure over the Atlantic will flow slowly towards western Europe and will gradually bring more settled conditions. South-western Europe will remain dry and sunny.

TODAY'S TEMPERATURES

Location	Temp	Location	Temp	Location	Temp	Location	Temp	Location	Temp
Abu Dhabi	36	Amman	21	Algiers	17	Amsterdam	17	Antwerp	17
Athens	27	Bahia	27	Bangkok	36	Barcelona	18	Beijing	10
Bombay	30	Buenos Aires	10	Calcutta	25	Cairo	25	Cape Town	25
Cardiff	15	Chicago	15	Copenhagen	15	Dakar	20	Dallas	33
Dhaka	30	Dubai	25	Dublin	15	Edinburgh	7	Faro	21
Frankfurt	10	Geneva	8	Glasgow	10	Hamburg	10	Helsinki	10
Hong Kong	33	Karachi	26	Kuala Lumpur	26	London	11	Los Angeles	21
Madrid	19	Moscow	14	Mumbai	33	Manila	20	Maracaibo	20
Mexico City	23	Miami	21	Montreal	23	Moscow	14	Nassau	29
New York	21	Nice	20	Norwich	14	Oslo	11	Paris	14
Perth	14	Peking	21	Rangoon	21	Riyadh	32	Rome	17
Sao Paulo	23	Seoul	10	Singapore	28	Stockholm	13	Sydney	13
Taipei	23	Tokyo	13	Toronto	1	Turin	19	Vancouver	8
Warsaw	7	Washington	10	Wellington	18	Winnipeg	4	Zurich	11

Quality flights made in Germany.

Lufthansa
German Airlines

INTERNATIONAL COMPANIES AND FINANCE

Hoogovens improves but still Fl 234m in the red

By Ronald van de Krol in IJmuiden

Hoogovens, the Dutch steel and aluminium company, narrowed its losses in 1993, with the steel division turning in a small profit but aluminium activities falling further into the red.

The company's net loss was more than halved to Fl234m (\$123m) from Fl565m in 1992, when the figures were heavily influenced by restructuring provisions of Fl370m. The 1993 figures included slightly more than Fl60m in extraordinary charges.

Hoogovens, which raised more than Fl360m in a rights issue in late 1993, said yesterday that it would again omit its dividend to shareholders. It also announced plans for a convertible subordinated bond issue of at least Fl275m.

Group turnover fell to Fl7.22bn from Fl7.72bn in 1992, reflecting an erosion in selling prices for both steel and aluminium. This external price decline offset part of Hoogovens' internal achievement in getting its costs down by Fl450m last year. Since 1991, Hoogovens has achieved internal cost savings of Fl900m.

Despite lower demand for steel in Europe and the fall in general prices, Hoogovens' steel division managed to post a pre-tax operating profit of Fl5m, a strong reversal of the

previous year's loss of Fl234m. This was achieved partly through a boost in exports to non-European markets such as China and the US.

However, pre-tax operating losses in aluminium widened to Fl265m from Fl162m. Aluminium prices have been hit by surplus stocks worldwide, exacerbated by the stream of cheaper aluminium from the former Soviet Union.

For 1994, Hoogovens is forecasting that it will make a modest profit before extraordinary items. The recovery in steel is expected to continue, while aluminium will see some improvement, though this division is projected to remain loss-making.

Crédit du Nord losses rise sharply

By John Ridding in Paris

Crédit du Nord, the retail banking arm of the Paribas financial group, yesterday announced a sharp increase in net losses to FF610.8m (\$106m) for last year from FF233.4m in 1992.

Mr Bernard Aubergier, chairman, said the bank was aiming to break even this year but warned that the property market remained difficult.

Increased provisions of FF1.8bn, up from FF1.6bn in 1992, reflected the weak state of the real estate market and largely accounted for the rise in losses.

Crédit du Nord said that its target of breakeven for this year, with profits in 1995 and 1996, required an increase in its capital base.

Paribas, its parent company, said it would inject FF1.8bn of new capital and subscribe, at market rates, to a FF1.5bn subordinated convertible bond issue.

Upturn at Legal & General

By Alison Smith in London

Legal & General, the UK life and general insurer, yesterday announced a 56 per cent rise in 1993 pre-tax profits to \$181m (\$270m) for 1993.

UK life and pensions profits increased by 9.6 per cent to \$119.6m and results were also helped by a recovery in general UK insurance.

The main factor in the rise in UK premium income from \$1.6bn to \$1.9bn was single premium business, in particular sales of L&G's unitised with-profits bonds.

UK general insurance made a profit of \$39.5m, compared with a loss of \$46.7m. Mr David Prosser, chief executive, said that L&G no longer had to make mortgage indemnity provisions, as it did in 1992.

The group's overseas general insurance operation was sharply cut as L&G withdrew from 20 of its 21 agencies.

Lex, Page 16

Recovery heralded at MoDo

By Christopher Brown-Humes in Stockholm

A long-awaited upturn in the forestry cycle was signalled yesterday by MoDo, one of Sweden's leading forestry groups, when it announced a sharply reduced loss for 1993 and predicted a strong return to the black this year.

Mr Bert Lof, chief executive, said: "The upturn in the market which we clearly saw in the last quarter of 1993 is gaining momentum. The balance between supply and demand is improving."

He noted that prices for pulp and fine paper had already risen strongly this year and predicted increases for other products.

MoDo said the price rises and its own competitive position should enable it to produce a profit of more than SKr1bn (\$127m) in 1994.

Like other Swedish forestry groups, its position has been improved by cost-cutting, lower interest rates and the weaker krona. It expects capacity utilisation at its units to rise to 90 per cent this year, from 85 per cent in 1993.

Last year, the group cut losses after financial items to SKr449m from SKr1.51bn, with the deficit in the fourth quarter amounting to only SKr22m, against SKr824m in the same 1992 period.

The group said higher volumes, increased productivity and a near SKr2bn reduction in costs since 1990 had helped to compensate for the fall in market prices during the year.

Sales expanded to SKr17.1bn from SKr15.7bn. There was an operating profit of SKr687m, compared with a SKr407m deficit in 1992.

MoDo felt the full effects of rationalisation and the weaker krona in its Swedish units, where operating profits reached SKr1.3bn after a SKr182m loss in 1992.

However, a deeper operating loss of SKr522m at its French unit, proved a drag on the result, as did the higher costs of servicing foreign debt.

The French operations were negatively affected by the strong franc and low market prices.

The group is not proposing a dividend for the second year running.

Ahold overcomes US downturn

By Ronald van de Krol

Ahold, the Dutch food retailer which has built up a large presence in the eastern US, posted a 12.5 per cent increase in 1993 net profit, with improved results in the Netherlands and acquisitions in Portugal compensating for a slight fall in earnings in the US.

Net profit rose to Fl343.1m (\$130.6m) from Fl306m in 1992. The company, which is preparing to take over its sixth US supermarket chain, said operating profits in the US should show clear improvement in 1994, and forecast an increase in full-year net earnings for the group as a whole.

Ahold is to increase its dual-currency dividend to Fl0.62 and \$0.23 per share, from Fl0.57 and \$0.22 in 1992.

Turnover in 1993 jumped by 25.5 per cent to Fl27.1bn, of which about four-fifths was due to the first-time consolidation of Schuitema, Ahold's majority-owned Dutch wholesaler, as well as to acquisitions of supermarkets and hypermarkets in Portugal.

At home in the Netherlands, operating profit soared by 32.6 per cent to Fl296.7m, with around two-thirds of the rise due to acquisitions. Ahold's Dutch supermarket chain, Albert Heijn, is the country's

leading food retailer with a 26.9 per cent share of the domestic market, up from 26.6 per cent in 1992.

In the US, improved results were reported by three of the group's chains - BULO, Giant Food Stores and Tops - but its two others, Edwards and Finast, posted "disappointing" results. Overall, US operating profit slipped to \$161.9m from \$169m.

In February Ahold signed a letter of intent on the acquisition of Red Food Stores, a Tennessee-based supermarket chain with annual sales of \$589m.

It expects to conclude the transaction by late April.

Competition hits United Biscuits

By Tony Jackson in London

United Biscuits, the UK biscuits and snack manufacturer, showed the scars of competition on both sides of the Atlantic yesterday with sweeping restructuring charges totalling \$121m (\$180m).

The company said that its US subsidiary, Keebler, will undergo radical changes in distribution and manufacture. In Europe there will be 500 job losses, three-quarters of them in the UK.

pre-tax profit down to \$116.7m for the year, a fall of 28 per cent. Underlying profit was also lower at its all-important UK biscuit and snacks businesses.

Mr Eric Nicoli, chief executive, said this was due less to competition than to rises in raw material prices, partly caused by sterling's devaluation, which the group was unable to pass on at a time of low inflation.

In the US, restructuring costs will total \$92.5m, of which \$11.2m had already been

announced for the closure of a snack factory at Raleigh, North Carolina.

Keebler, which has only 4 per cent of the US salted snack market, is to withdraw from 25 per cent of the US geographically.

UB said it lost money on \$250m of snack sales last year, and had made no profit in snacks since attacking the market five years ago.

The dividend was held unchanged at 15.3p for the year. Lex, Page 20; Details Page 25

Norwegian insurer well ahead

By Karen Fosell in Oslo

Vital Forsikring, one of Norway's top three insurers, has reported a sharp rise in 1993 operating profit, helped by a substantial increase in financial income and lower interest rates, which pushed up the value of its securities portfolio.

Operating profit jumped to Nkr3.92bn (\$455m) from Nkr3.24bn as premiums increased to Nkr3.31bn from Nkr2.8bn. Gross financial income nearly doubled in 1993 to Nkr5.14bn from Nkr2.63bn.

Vital has proposed lifting the 1993 dividend by Nkr1 to Nkr5.75. Group operating expenses rose to Nkr570m from Nkr548m but costs, as a percentage of premiums, fell

by 2.4 percentage points to 17.2 per cent.

The company said that since 1990 its cost ratio has declined by 34 per cent as a result of increased premium volume and it aims to cut the ratio to 13 per cent by 1997.

Vital said that premiums from group pension policies increased by 31.5 per cent, while premiums for individual annuity and pension insurance were 0.1 per cent lower. Group life premiums were 4.9 per cent up on 1992, while individual life insurance premiums increased by 8.9 per cent.

According to the Norwegian Insurance Association, Vital increased overall market share to 21.1 per cent in 1993 from 17.8 per cent in 1992.

The value of shareholdings and other investments rose to Nkr4.31bn in 1993 from Nkr3.45bn while bonds increased to Nkr19.33bn from Nkr13.81bn.

Separately, the group said it was finalising negotiations to acquire a large property in central Oslo, comprising 75,000 square metres, from Sweden's Skanska group for Nkr1.3bn.

Vital said the pending deal was one of the largest property transactions ever carried out in Norway.

The group's real estate portfolio comprises a gross area of an estimated 270,000 square metres and a book value of more than Nkr1.5bn. In 1993, real estate activities provided a rate of return of 8 per cent.

Lufthansa beats target with reduction in deficit

By David Walker in Frankfurt

Lufthansa, the German airline set for privatisation later this year, performed better than expected in 1993. The parent company returned a pre-tax loss of DM50m (\$30m) compared with DM297m in the previous year. This reduction in losses was better than the target of halved losses, the airline said yesterday.

The improved results reflected a boost in sales combined with reduced costs. The number of passengers carried rose by 3.8 per cent and the volume of freight by 5.4 per cent.

This helped offset falling prices and turnover remained flat at the 1992 level of DM15bn.

Total operating costs dropped by DM500m during the year, 3 per cent of the total. This was mainly due to staff cuts; the number of employees fell by 4,000 during the year, saving DM300m.

Lufthansa has already said that it aims to break even at the group level in the current year after losses of less than DM500m in 1993.

Lufthansa has already said that it aims to break even at the group level in the current year after losses of less than DM500m in 1993.

The government is likely to reduce its 51 per cent stake this year by not taking up its entitlement to new shares in a large rights issue planned by the airline.

Fund income boosts Swiss lift group

By Ian Rodger in Zurich

Schindler, the world's second largest elevator and escalator group after Otis of the US, has reported a 52.3 per cent jump in consolidated net profit for 1993 to SF188.6m (\$117.8m), thanks entirely to earnings from liquid funds.

The Lucerne-based group said revenues were flat at SF4.6bn and trading profits were near 1992 levels in spite of the difficult economic environment and negative foreign currency effects. New orders were up 5 per cent to SF4.4bn but orders on hand slid 6.7 per cent to SF2.67bn.

Advance by Celsius Industries

By Christopher Brown-Humes

Celsius Industries, the newly privatised Swedish defence contractor, yesterday announced a SKr721m (\$92m) profit after financial items for 1993, up 32 per cent from a year earlier.

The group, which accounts for around 50 per cent of the Swedish defence industry, benefited from rationalisation, its purchase of CelsiusTech and a strong contribution from Safe Partners, the accommodation rig company in which it holds 48 per cent.

A dividend of SKr6.50 per share is proposed.

The operating result improved by SKr322m to SKr348m as sales grew to SKr11.6bn from SKr10.5bn. Lower interest rates meant the group's financial income dropped to SKr373m from SKr519m.

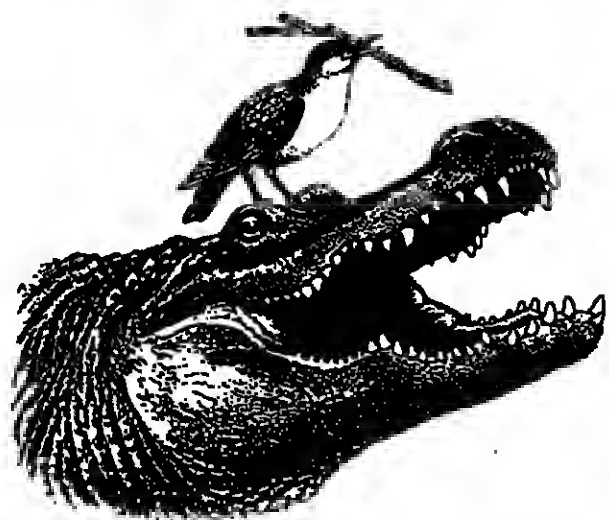
Orders rose by SKr1.6bn to SKr11.6bn during the year to take the group's order book at the year-end to SKr25.5bn.

CelsiusTech, which was bought from Nobel Industries early last year, made a first time contribution of SKr135m. Kockums, the submarine unit, saw a slight weakening of its result to SKr209m from SKr221m.

Most disappointing was the performance of Bofors, the weapons systems division, where profits halved to SKr112m from SKr220m. The unit was hit by lower sales and redundancy costs.

STRATEGIC ALLIANCES

- MAKING THEM WORK -



A major conference on Thursday 28th April 1994
The Marriott Hotel, Grosvenor Square, London W1

Alliances have become a key strategic option for European companies. But the risks are formidable. You must be crystal clear in your objectives, take care to find the right partner and invest time and effort in managing the relationship.

Alliances can work if you make them work.
Find out from those who have done it.

Case speakers from these industries:
Airlines, Pharmaceuticals, Telecommunications, Financial Services
and Fast Moving Consumer Goods

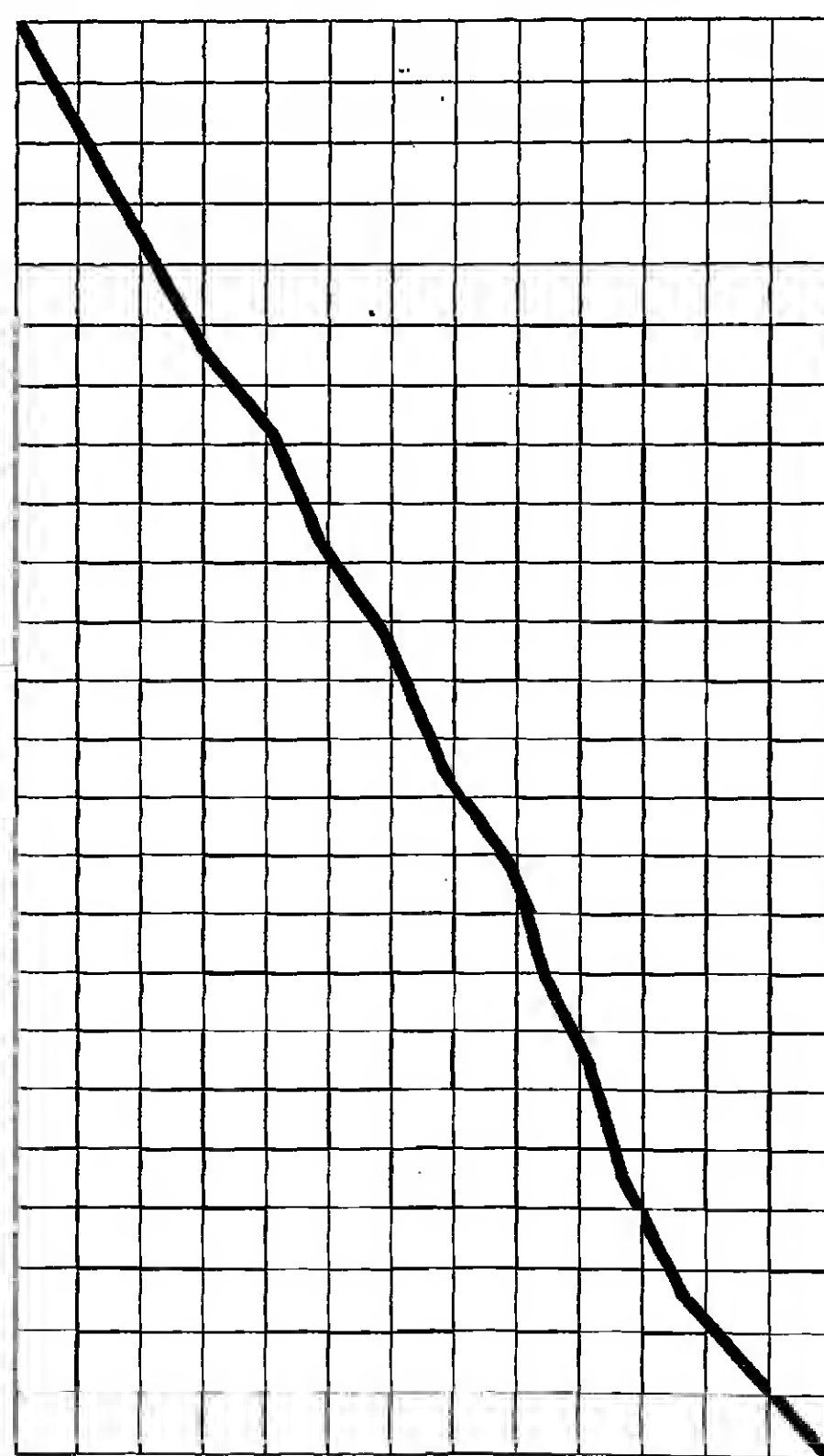
Keynote address:
Prof. Yves Doz of INSEAD

Organised by Sponsored by

Acquisitions
Monthly

Arthur D Little

To book a place or receive further details, contact:
Liz Bruce at Acquisitions Monthly, 11 Gloucester Road, London SW7 4PP
Telephone: 071-823 8740 Fax: 071-581 4331



Are investors on your side?

Whichever way you look at it, your company could be in better shape. That's why investor relations are crucial in today's financial marketplace. In the US, UK and Europe, nobody's better positioned than Citigate to communicate the true picture to your investors.

Citigate

Contact: John Gammie, President Citigate Inc., 111 Madison Avenue, Suite 1300, New York, NY 10017 Tel: 212 333 8800
David W. Wright, Chief Executive, Citigate Communications Ltd., The Guild Lane, London EC4A 3DF Tel: 071 623 2737

Japanese groups form multi-media venture

By Michio Nakamoto
in Tokyo

Four Japanese companies have formed a multi-media venture that could prove a strong force in advanced communications in Japan.

Tokyo Power Electric, Mitsubishi and Mitsu, the trading companies, and Tokyu, a railway company, are to work together on a project to use cable TV networks for telephone services.

The project will test the possibility of linking an optical fibre cable network with a cable TV network to offer multi-media services. The TV link is operated by Tokyu Cable, part of the Tokyu group.

The project will initially look at technical and marketing problems, but will eventually study bringing together broadcasting, telephonic and interactive video services.

Tokyo Electric Power, Mitsubishi and Mitsu also have stakes in a cable network. The alliance is widely seen as creating a foundation for a telecommunications network which could compete effectively with the industry leader, NTT.

The move comes amid deregulation of Japan's telecommunications and cable TV industries. The ministry of posts and telecommunications recently said it would allow cable TV companies to offer telephone services on their lines.

The project also highlights growing expectations in Japan that the multi-media business will offer huge prospects for growth.

Until recently, multi-media and the information superhighway in Japan were considered over-regulated.

However, the Japanese authorities have recognised their economic potential and taken cautious steps to ensure the country does not fall too far behind the US.

Earlier this week, a government panel forecast that multi-media business would be a ¥70,000bn (¥662bn) industry in the near future.

Sanyo Securities unveils ¥80bn write-off

By Emiko Terazono in Tokyo

Sanyo Securities, the troubled Japanese broker, yesterday announced a restructuring plan under which it will write off ¥80bn (¥766.5m) of bad loans at its finance subsidiaries over the next nine years.

It is also raising ¥20bn in capital through a rights issue to its three leading creditor banks and to Nomura Securities, its largest shareholder.

Mr. Takaishi Kaminami, Sanyo director, said the broker would suffer a pre-tax loss of ¥8bn for the year to March 31 due to losses from non-performing

loans at its three non-bank finance affiliates. Sanyo, one of Japan's 10 second-tier brokers, reported a pre-tax loss of ¥33.4bn the previous year, and had hoped for a profit of ¥200m this year.

The decision comes after months of negotiations among the three creditors - Bank of Tokyo, Daiwa Bank and Nippon Credit Bank - and Nomura Securities. The banks have agreed to lower interest rates on the loans to the Sanyo subsidiaries to 1.25 per cent.

Sanyo said the ¥114.3bn in outstanding loans at Sanyo Sogo Capital, its largest finance affiliate, ¥70bn were non-performing. The broker plans to

sell ¥40bn of its securities over the next few years to raise capital to cover part of the losses.

The announcement comes a week after a rescue plan for Kankaku Securities, another second-tier broker which is to write off ¥50bn in losses stemming from illicit client deals. Daiwa Bank, a commercial bank, last year bailed out Cosmo Securities, which was also suffering from heavy losses.

Japan's medium-sized brokers have been the hardest hit by the Tokyo stock market slump. Sanyo said it still had to conclude some negotiations and hoped to announce a detailed plan

by the end of this month.

Meanwhile, other Japanese brokers announced revisions in earnings forecasts for the current year to March 31. They blamed lower-than-expected turnover on the Tokyo stock market.

Nomura Securities, the industry leader, scaled down its earlier pre-tax estimate of ¥70bn to ¥50bn, against a pre-tax profit of ¥2.4bn the previous year. Second-tier brokers expecting to fall into the red in spite of earlier profit expectations include Cosmo Securities, forecasting a loss of ¥5.4bn, Dai-ichi Securities, at ¥7.2bn, and Yamatane Securities with a ¥3.3bn deficit.

Bad loans shatter a broker's biggest dream

The house is paying for over-expansion during the 'bubble' era, writes Emiko Terazono

When officials from the Bank of Tokyo, Daiwa Bank and Nippon Credit Bank moved into Sanyo Securities in August to help with its restructuring programme, they expected the worst.

"We thought we would have to deal with all sorts of irregular deals and illicit transactions done during the 'bubble' period," says one banker.

Sanyo's broking books, however, proved to be financially healthier than feared. Mounting bad loans at its finance subsidiaries turned out to be the core problem.

It took months of haggling for Sanyo, its creditor banks and Nomura Securities, its largest shareholder, to put together a restructuring deal agreeable to all.

Sanyo is one of Japan's 10 medium-sized broking houses which rank below the Big Four - Nomura, Daiwa, Nikko and Yamaichi.

The second-tier brokers

proved more vulnerable than their bigger counterparts to volatile share prices, mainly because of increased costs stemming from over-expansion in the late 1980s, and the lack of financial reserves.

For Sanyo, which has been one of the most aggressive among the middle-rankers, the restructuring plan announced yesterday symbolises the death of grand ambitions.

Mr. Yoichi Tsuchiya, Sanyo president, anticipating the reduction of barriers between the banking and securities industries, saw the company becoming a large financial conglomerate with broking and banking as its two main pillars. It built a huge ¥8bn (¥73.7m) trading office in central Tokyo, and ploughed cash into its finance subsidiaries, which in turn lent aggressively to property concerns.

Mr. Tsuchiya was hailed as one of Japan's most successful young businessmen. Had the stock market continued to rise,

along with trading volumes, Sanyo would have been among the handful of brokers with the operational capacity to cope.

The plunge in Japanese shares, however, put paid to the medium-sized brokers' ambitions to join the ranks of the Big Four.

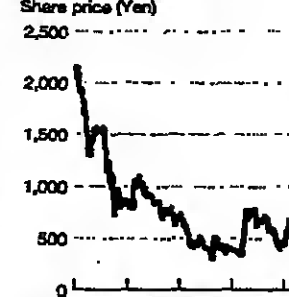
Weaker houses have been forced to seek help from key shareholders. Cosmo Securities was bailed out by Daiwa Bank last year, becoming a subsidiary, while Dai-ichi Kangyo Bank extended support for Kankaku Securities through subordinated loans.

And analysts expect to see more bail-outs of medium-tier securities houses.

Japan's ministry of finance is anxious to prevent brokers falling and so further weaken frail investor confidence. It is twisting the arms of banks and larger brokers with large shareholdings in the weak bro-

Sanyo Securities

Share price (¥/m)



Source: Datastream

kers to help with their restructuring.

The main problem facing medium-sized brokers is that most have been unsuccessful in diversifying their revenue sources.

They are highly geared to equity commissions, and in most cases are twice as dependent on such commissions as the top four. Nomura, for

example, derives only one-fifth of its revenues from equity commissions.

Reduced ability to cut costs may also hurt the medium-sized brokers. On average, they have succeeded in cutting costs by between 10 and 20 per cent in the two years to last March, but financial analysts point out that the room for further cost-cutting is limited.

Most of the second-tier brokers have already cut personnel costs by reducing salaries and overtime and streamlining branch networks. Further streamlining may hurt client bases.

However, Ms. Alicia Ogawa, financial specialist at Salomon Brothers, says brokerages are taking comfort in the slight upturn in the Tokyo stock market.

She says that as long as current market conditions remain, the brokers will "continue to limp along," unless, of course, they are hit by a very big loss.

Dairy Farm advances 11% despite currency movement

By Louise Lucas in Hong Kong

Dairy Farm International, the food retailing arm of Hong Kong's Jardine Matheson group, yesterday reported an 11 per cent rise in net profits to US\$197.5m for 1993, up from \$177.8m the year before.

Mr. Tim Weatlinghouse, finance director, said earnings were hit by currency fluctuations, especially in Australia and the UK, combined with a

competitive retail climate and low inflation in many of the countries in which the group operates. Nonetheless, the results were ahead of market expectations.

Earnings per share climbed 4 per cent to 11.28 cents, following last year's \$202m rights issue of convertible preference shares. Shareholders will receive a final dividend of 4.1 cents, up from 3.9 cents a year ago.

Profits before interest fell 15 per cent to \$64.8m in Australia, where the group operates 238 Franklins stores and three Big Fresh outlets, partially due to the fall in currency but also because of increased overheads prompted by Sunday trading and the move into Big Fresh. Contributions from the UK, where Dairy Farm owns 28 per cent of Kwik Sava, were lifted by record earnings at the discount store; but the Spanish

retail chain Simago continued to make a loss. The chain, acquired in 1990, is expected to turn into the black this year.

Asia produced \$93.6m of profits before interest, with Wellcome supermarkets in Taiwan making their first full-year profit. In Hong Kong, the supermarkets performed satisfactorily in spite of spiralling wage and rental costs.

Dairy Farm also announced

its intention to buy up "odd lots" of shares from Hong Kong and Singapore small investors - some 30 per cent of the firm's shareholders hold fewer than the 1,000 shares which make up a board lot - at a 5 per cent premium to the market price: a move which could potentially cost the group \$1.8m if fully taken up. It affects just 0.06 per cent of Dairy Farm's issued share capital.

THE MALAYSIA CAPITAL FUND LIMITED

Notice of expiry of warrants to subscribe for ordinary shares of US\$1.00 each of The Malaysia Capital Fund Limited

The Board of directors of The Malaysia Capital Fund Limited (the "Company") would like to remind holders of the above warrants (the "Warrants") that under the terms and conditions of the Warrants (the "Conditions"), the rights to exercise the Warrants will expire at the close of banking business in Brussels on 31st March, 1994. Any Warrants which have not been exercised on or before such time will lapse and cease to be valid for any purpose.

Holders of Warrants who wish to exercise them must deposit the documents and subscription monies required by the Conditions with Morgan Guaranty Trust Company of New York at Avenue des Arts 55, 1040 Brussels, Belgium on or before the close of banking business in Brussels on 31st March, 1994.

The last trading day of the Warrants on the Amsterdam Stock Exchange (the "Stock Exchange") will be 31st March, 1994. Listing of the Warrants on the Stock Exchange will be withdrawn with effect from the close of business on 31st March, 1994.

The closing prices of the Warrants and of the ordinary shares of the Company as quoted on the Stock Exchange on 15th March, 1994 were US\$4.30 per Warrant and US\$1.50 per ordinary share respectively. The current Subscription Price (as defined in the Conditions) of the Warrants is US\$1.00.

By order of the Board
Morgan Guaranty Trust Company of New York
Secretary

17th March, 1994

SGA SOCIETE GENERALE
ACCEPTANCE N.V.
FRF 1,000,000.000
REVERSE FLOATING
RATE NOTES DUE
DECEMBER 17, 1997
For the period
March 15, 1994
to June 15, 1994
the new rate has been
fixed at 13.75173 % P.A.
Next payment date:
June 15, 1994
Coupon at: 5
Amount:
FRF 3478.66 for the
denomination of
FRF 100 000
FRF 3478.66 for the
denomination of
FRF 1 000 000
THE PRINCIPAL PAYING
AGENT SOCIETE GENERALE
S.A. LUXEMBOURG

**LONDON STOCK
EXCHANGE DEALINGS**
The following securities are listed on the London Stock Exchange under the name of the Issuer. They are subject to the usual conditions of sale. The London Stock Exchange is not responsible for the accuracy of the information contained in this notice. The London Stock Exchange is not responsible for the accuracy of the information contained in this notice. The London Stock Exchange is not responsible for the accuracy of the information contained in this notice.

TriGem Computer, Inc.
(Incorporated with limited liability in the Republic of Korea)
NOTICE
to the holders of the
outstanding
U.S. \$30,000,000
3 1/2 per cent. Convertible
Bonds Due 2005
of
TriGem Computer, Inc.
(the "Bonds" and the
"Company" respectively)
Notice is hereby given to the
holders of the Bonds that, as a
result of a resolution of the
Board of Directors of TriGem
Computer, Inc. dated 27th Janu-
ary, 1994 the Company has
authorized an issue to domestic
investors of \$5,000,000.00
6 1/2 per cent. Convertible Bonds
due 1997. The Conversion
Price of the Bonds has, pursuant
to the provisions of the
Trust Deed constituting the
Bonds, been adjusted from
\$2.26,452 to \$2.26,126 with
effect from 7th February, 1994.
TriGem Computer, Inc.
18th March, 1994

Swire Pacific

"Solid results for 1993"

Highlights

Profit attributable to shareholders	US\$597M	+5%
Investment property portfolio	US\$7,203M	+44%
Net assets per share	US\$4.93	+33%
Earnings per share	US\$37.6¢	+5%
Dividends per share	US\$14.6¢	+11%

"Prospects. The overall outlook for the Swire Pacific Group for 1994

is good. The Property Division will again show strong growth in earnings.

Cathay Pacific Airways expects 1994 to be a difficult year but other businesses

within the Group should perform well."

P D A Sutch
Chairman, Swire Pacific Limited
Hong Kong, 14th March 1994

Notes:

- Amounts per share refer to "A" shares. Entitlements of "B" shareholders are in proportion 1 to 5 compared with those of "A" shareholders.
- Dividends are declared in Hong Kong dollars.

DO YOU WANT TO KNOW A SECRET?

The I.O.S. Gann Seminar will show you how the markets REALLY work. The amazing trading techniques of the legendary W.D. Gann can increase your profits and contain your losses. How? That's the secret. Ring 061 474 0860 to book your FREE place.

LOW COST

SHARE DEALING SERVICE

COMMISSIONS FROM £10 MINIMUM TO
£99 QUANTITIES AND ABOVE

081-944 0111

081-944 0111

081-944 0111

MINORCO

RESULTS FOR THE SIX MONTHS ENDED DECEMBER 31, 1993

STEADY PERFORMANCE DESPITE WEAK COMMODITY PRICES

- Completion of the merger transaction to acquire interests in gold, base metals, industrial minerals and pulp, paper and packaging.
- Earnings before extraordinary items decreased by 10% to US\$106 million while earnings after extraordinary items increased by 23% to US\$164 million.
- Interim dividend maintained at 19 US cents per share.
- Operating earnings, now representing the largest component of earnings, increased by 77% to US\$67 million compared with the previous half-year (restated to reflect merger transaction).
- Investment disposals realised US\$450 million and Minorco invested US\$270 million in existing and new businesses.
- Proposed change in year-end to December 31.

RESULTS

	Half-year to December 31, 1993	Year to June 30 1993
US\$ millions except per share amounts*	1993	1993
Sales	1,200.5	2,776.4
Operating earnings	66.6	139.8
Earnings before taxation	127.0	340.0
Earnings before extraordinary items	105.9	251.9
Earnings before taxation per share (\$)	0.56	1.51
Earnings before extraordinary items per share (\$)	0.47	1.12
Dividends declared per share (\$)	0.19	0.57

*Based on all periods on 225.5 million shares in issue.

INTERIM DIVIDEND

An interim dividend of 19 US cents per share has been declared for the year to June 30, 1994 payable to shareholders registered in the books of Minorco at the close of business on April 8, 1994. The interim report will be mailed to shareholders on or about March 21, 1994. Copies may be obtained from the UK transfer agent, Barclays Registrars, Bourne House, 34 Hockley Road, Keston, BR3 3TU.

MINORCO

MINORCO SOCIETE ANONYME, LUXEMBOURG, MARCH 17, 1994

TO THE HOLDERS OF
PWA CORPORATION
Common Shares,
\$2.4375 Cumulative Redeemable Retractable First Preferred Shares, Series A and
7 7/8% Convertible Subordinated Debentures and
CANADIAN AIRLINES INTERNATIONAL LTD.
Yen Denominated Perpetual Debt.

NOTICE OF APPLICATION FOR FINAL ORDER

Relating to the Plan of Arrangement,
as Amended, Proposed by PWA Corporation
and Canadian Airlines International Ltd.

NOTICE IS HEREBY GIVEN THAT PWA Corporation ("PWA") and Canadian Airlines International Ltd. ("Canadian") will make an application before the Honourable Chief Justice W.K. Moore in Chambers at the Court House, 611 - 4th Street S.W., Calgary, Alberta, Canada, on Wednesday, the 30th day of March, 1994 at 2:00 p.m. (Calgary time), for a final order (the "Final Order") pursuant to Section 186 of the Business Corporations Act (Alberta) (the "Act") approving the plan of arrangement (the "Plan of Arrangement") described in the Management Proxy Circular of PWAC dated July 27, 1993 as subsequently amended (the "Amended Plan of Arrangement").

AND FURTHER TAKE NOTICE THAT application will be made for a Final Order providing the following:

- a) a declaration that the terms and conditions of the Amended Plan of Arrangement are fair to the persons affected thereby;
- b) approval of the Amended Plan of Arrangement pursuant to the provisions of Section 186 of the Act;
- c) a declaration that the Amended Plan of Arrangement will, upon the filing of Articles of Arrangement under the Act and the issuance of the Certificate of Amendment under the Act, be effective under the Act in accordance with its terms; and
- d) such other and further orders, declarations and directions as the Court may deem just.

At the hearing of the application the Court will be advised that changes have occurred in relation to the Plan of Arrangement since it was approved on August 27, 1993 by special resolutions of holders of Common Shares and \$2.4375 Cumulative Redeemable Retractable First Preferred Shares, Series A (collectively, the "Shareholders") and by extraordinary resolution of the holders of 7 7/8% Convertible Subordinated Debentures and holders of the Yen denominated perpetual debt of Canadian (collectively, the "Subordinated Debentureholders"), including the following: PWA has prepared a supplemental Restructuring Plan and an updated financial projection for the years ended December 31, 1994 and 1995 and has released its audited financial statements for the year ended December 31, 1993.

Shareholders and Subordinated Debentureholders and other interested parties who wish to receive further information concerning these changes and the application for the Final Order should contact Messrs. Bennett Jones Verchere, Attention: A.L. Friend, 4500 Bankers Hall East, 855 - 2nd Street S.W., Calgary, Alberta T2P 4K7, telephone (403) 298-3182, facsimile (403) 265-7219.

This Notice is published pursuant to the Interim Order of the Honourable Chief Justice W.K. Moore of the Court of Queen's Bench of Alberta, Canada dated the 22nd day of June, 1993, as amended July 16, 1993.

DATED at Calgary, Alberta, March 18, 1994.

PWA CORPORATION
CANADIAN AIRLINES INTERNATIONAL LTD.

Citicorp creates post of head of credit cards

By Richard Waters
in New York

Citicorp, the US's biggest credit card issuer, has handed responsibility for its US and European credit card business to a new executive, marking the latest senior-level reshuffle in the international credit card industry.

Both Visa and MasterCard have recently replaced long-serving chairmen. The moves signal growing competition between banks and other issuers in the credit card industry, as well as a shift in focus away from the mature US market. Citicorp said it had created a new position of head of credit cards for the US and Europe. Previously, responsibility for credit cards had rested with regional managers, who had responsibility for all retail banking products.

The bank named Ms Roberta Arena as the first head of the cards business, capitalizing her into one of the most prominent positions in the industry. She is now general manager of the US cards business, and was previously in charge of European credit cards.

The bank has been largely successful in defending its market position in the US against new entrants in recent months.

The reshuffle in part indicates an intention to shift emphasis to other markets with better growth prospects. Citicorp has 28m cardholders in the US, compared with 600,000 in Europe.

Mr James Bailey, who had run all of the bank's US consumer banking businesses since the beginning of 1992, has been named head of global transaction services.

Bugatti ownership revealed

By Kevin Done,
Motor Industry Correspondent

Mr Romano Artioli, an Italian entrepreneur, has emerged as the 100 per cent owner of Bugatti International, the Luxembourg-registered holding company, which last year acquired Group Lotus, the UK sports car maker and automotive engineering consultancy from General Motors.

The ownership of Bugatti International has remained a mystery ever since the company was formed in the late 1980s, with ambitious plans to revive the prestigious Bugatti marque and develop a new range of 200mph supercars.

Mr Mario Barbieri, vice-chairman of Bugatti Automobile, said that Artioli family interests now held 100 per cent of the equity in Bugatti International, following a move by Mr Artioli to exercise various options allowing him to take full control.

Bugatti International is planning to seek outside finance to help fund ambitious new model programmes that are being developed by both Group Lotus and Bugatti Automobile.

Bugatti refused to reveal the identity of the previous shareholders, but said that Mr Artioli had held a majority interest in Bugatti International from the outset.

Bugatti has engaged CS First Boston as financial adviser, and Price Waterhouse as auditor.

INTERNATIONAL COMPANY NEWS

Richard Tomkins reports on Northwest's problems and prospects

Floating in a much colder climate

City Northwest Airlines. Back in January, it might have made sense for the fourth-biggest US carrier to plan a return to the stock market this month with an initial public offering worth about \$400m.

With hindsight, the timing could hardly have been worse.

The company's executives must have watched aghast as the climate for the offering turned from fair to abysmal. First, the US domestic air fare war was given fresh momentum by the outbreak of a new battle in the east coast market.

Then USAir, the sixth-biggest US carrier, warned that competition from low-cost carriers would cause it to lose even more money than last year's net loss of \$342m. Next, stock market analysts started reassessing their forecasts of a current year recovery for the US airline industry.

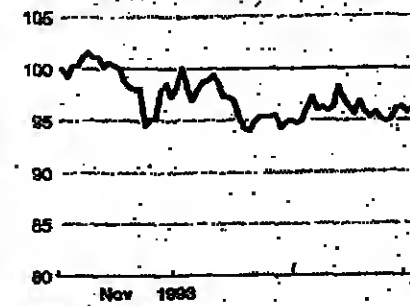
By Wednesday this week, Northwest was slashing the expected asking price from its earlier target range of \$19-\$21 a share to \$13 or \$14.

But yesterday came yet another blow to the offer when American Airlines, the second-biggest US carrier, confirmed reports that it was heading for worse-than-expected losses in its first quarter.

Even before the spate of bad news began, enthusiasm for the offer had been tepid. Just six months earlier, in July 1993, the airline's heavy debts and mounting losses had come

US airlines

S&P Airlines sector relative to the S&P Composite



Source: Datastream

within a whisker of taking it into bankruptcy.

Northwest was not the only airline losing money: the US industry as a whole had lost \$10bn in the preceding three years. But Northwest's problems were worse than most other companies' because the airline had been taken private in 1989 through a highly-leveraged buy-out that left it burdened with \$3.4bn of debt.

Unable to service its debts, Northwest narrowly avoided bankruptcy by deferring \$3.1bn worth of new aircraft deliveries over the next eight years and reaching an agreement with its unions cutting \$86m from labour costs over the next three years. These moves persuaded its creditors to defer the maturities of \$1.8bn worth of debt obligations due between now and 1996.

Since then, the airline has done relatively well. It was the only one of the five biggest US airlines to turn in a profit in last year's fourth quarter. (It made a net profit of \$10.5m compared with net losses of \$65m the previous time.) Analysts have predicted that the combination of Northwest's lower debt and labour costs combined with a pick-up in the US air travel market could bring net profits of \$300m to \$400m this year.

By some measures, the airline's prospects are attractive. Its markets are less exposed to low-cost competition than those of some other US carriers; it is building a global route network through its strong strategic alliance with KLM, the Dutch carrier, which holds a 21 per cent stake in the company; and it is by far the strongest US carrier in the US-Japan market.

Investors, however, remain cautious. Many of the measures that have led to Northwest's recovery sound more like a temporary reprieve than a permanent solution. The labour cost agreement, for example, was for three years only, so wages will snap back to pre-concession levels in August 1996; the deferred debt of \$1.8bn will still become payable in 1997; and aircraft renewals cannot be put off forever. Nor does it help that Fortune magazine recently ranked the company as far down as number 400 in a list of the 404 most admired US companies.

At the top of the original targeted range, Northwest's initial public offering would have raised \$420m before underwriting fees, with the bulk of the money being applied towards debt reduction. By the middle of this week, that figure had shrunk to something nearer \$280m, and looked as if it could be going still further downwards.

The figures may seem almost irrelevant in the context of the airline's \$4.4bn of net debt at the end of last year. But analysts assume that the offering was aimed at re-establishing the company on the stock market to open the way for further, larger scale fund raisings in the future. A flop now will ougtr badly for the future.

Governments cut Daf stake to under 50%

By John Griffiths

The Dutch and Flemish governments have cut their combined holding in Daf from 52.5 per cent to 48.6 per cent. Last year, the two governments led the rescue of the Dutch truck maker.

Mr Cor Baan, Daf chairman, confirmed a net profit of \$10.8m (\$5.40m) in the company's truncated financial year from March 2 to December 31. However, he warned that the company still faced very difficult market conditions. He

indicated that further job cuts and cost-savings might be necessary.

Rather than having any immediate impact on the way Daf is run, the move to a minority stake by the two governments was seen as a gesture towards Brussels, and its reluctance to see overt intervention by governments in corporate rescues.

The rest of the shares in Daf Trucks NV, created with \$1.453m of risk capital a year ago, are held by an Amro-led consortium of banks and institutional investors. The company indicated there were unlikely to be further substantial changes in the equity structure "for the foreseeable future".

Daf's net profit was on turnover of \$1.13bn. It made \$124.1m at the operating level. In spite of the slump in continental Europe's main truck markets, Mr Baan said he expected further growth and "noticeably higher" profits in the current year.

Production volumes were now 10 per cent higher than the 40 vehicles a day originally planned.

However, Mr Baan warned Daf's 3,445 employees that costs must be reduced further and that "a large number of proposals have been developed which in 1994 and 1995 should result in a further structural fall in the cost level".

The company delivered 9,422 vehicles in its first financial year, 5,880 of them Dutch-built and the remainder from the UK-based Leyland Trucks, now a separate company.

Bekaert recovery continues

By Gillian Tett in Brussels

Bekaert, the Belgian wire and steel cord producer, yesterday announced net profits of Bfr2.2bn (\$60m).

The result marked the second year in which Bekaert had succeeded in breaking out of its former loss-making position, after the Bfr1.05bn sale of its shares in a Japanese steel cord joint venture had boosted its total profits last year to Bfr2.71bn. Without this item profits were ahead 35 per cent.

Baron Jean Charles Velge, chairman, said although the market for steel and wire cord continued to suffer from falling prices and currency devaluation, Bekaert had boosted profits by expanding into key niche areas.

The board had proposed a dividend of Bfr300 per share, up from Bfr250 in 1992.

CBR, the Belgium cement company, announced that operating profits before depreciation had risen by 5.7 per cent last year to Bfr10bn.

But with most of the rise due to improvements from its US

operations and profits from its newly acquired East European cement works, the group admitted it had experienced a difficult year in Western Europe.

As a result the board proposed the dividend per share should fall to Bfr250, down from Bfr300 the previous year.

The results were the first indication of the group's performance since Heidelberg Zement, the German construction group, bought a 43 per cent stake in the company from Société Générale de Belgique last September.

operations and profits from its newly acquired East European cement works, the group admitted it had experienced a difficult year in Western Europe.

As a result the board proposed the dividend per share should fall to Bfr250, down from Bfr300 the previous year.

The results were the first indication of the group's performance since Heidelberg Zement, the German construction group, bought a 43 per cent stake in the company from Société Générale de Belgique last September.

Chile reviews telephone tariff proposals

By David Pilling in Santiago

Telephone tariff proposals that have indirectly caused the suspension of shares in Chilean telecommunications group CTC have been sent back to regulatory authorities for possible revision.

The sub-secretary of telecommunications, Mr Jorge Rosenblut, said he did not believe the review would "lead to any significant changes" in the tariff structure which, as stands, is expected to have a negative impact on CTC profits.

CTC, 43 per cent owned by Telefonos de Spain, is Chile's biggest company with a market capitalisation of over \$4m. The company trades one quarter of its shares in New York through American depository receipts.

Banco de Chile, the country's largest private bank, yesterday became the second company within a week to have its shares suspended in Santiago.

A government watchdog cited a "legal ruling" that had prevented Banco de Chile from "unraveling over an essential matter at a shareholders' meeting" that was to have taken place yesterday.

Income after financial items increased by 6% to SKr 1,562m (1992: 1,477).

Net income per share rose to SKr 23.75 (22.60).

Proposed dividend increase from SKr 9.00 to SKr 10.00 per share. In addition a 3:1 split of shares is proposed.

Continued improvement in earnings is expected in 1994.

The AGA Group's sales rose by 35% to SKr 16,063m, and operating income increased by 28% to SKr 1,648m, due to higher exchange rates and contributions from the cold storage companies acquired around year-end 1992 - French CEGF and German Bremerhavener Kuhlhaus.

Gas Operations' sales increased by 27% to SKr 11,385m, and operating income by 18% to SKr 1,373m (1,159). Although the continued

recession in most European countries, and in Venezuela and Mexico, subdued growth, most gas companies reported satisfactory development, due among other things to extensive rationalization programs. Investments in new plant and equipment totalled SKr 1,346m (1,517), which corresponded to 12% (17) of sales. New operations were started in Latvia, Lithuania, Poland and Kaliningrad.

Frigocondia's sales amounted to SKr 4,688m, an increase of 18% excluding the contribution from the new companies. Operating income rose by SKr 145m to SKr 275m, an increase that came from the new companies. The Food Process Systems business area reported a return to satisfactory earnings, while Food Services noted a weaker income trend.

The associate company Gullspång Kraft reports a 33% increase in income after financial items to SKr 608m (457). AGA's share of this income was SKr 206m (145).

The Annual General Meeting will be held on May 5.

1993 Summary		1993		1992	
SKr million		1993		1992	
Sales	16,063	12,670	2,621	2,228	
Operating income	1,648	1,289	4,285	3,624	
Net financial items	-327	-3	2,031	2,472	
Share of income in Gullspång Kraft	206	145	14,454	11,628	
Income in other associate companies	35	46	6,480	6,175	
Income after financial items	1,562	1,477	4,856	3,854	
Net income	1,136	1,007	4,625	3,745	
Net income per share, SKr	26.65	26.40	8,210	7,578	
- after paid tax	26.65	26.40	14,633	17,756	
- after full tax	23.75	22.60	10,400	9,000	

AGA is one of the world's largest gas companies with operations in 12 countries in Europe, the US, and Latin America. Frigocondia is the world's leading company for the freezing, storage and transport of food. The associate company Gullspång Kraft is one of the largest power producers in Sweden.

AGA
AGA Aktiefond, S-161 81 Lidö, Sweden

Baer Holding Ltd.

From strength to strength in 1993

Consolidated Key Figures

	1992	1993	Change
Net profit	96.4	147	+117
Cash flow	118	225	+91
Return on equity %	10.4	18.4	+77
Total assets	6.3	7.7	+23
Equity	6.74	9.19	+36
Staff	1387	1438	+4

Client's assets: SKr 33.0 44.9 +36
Mutual funds: SKr 3.1 5.4 +77

The Julius Baer Group offers services in investment advice and asset management - for both private and institutional clients worldwide - as well as in brokerage and foreign exchange trading. The flagship of the Group is Bank Julius Baer, founded in 1890.

JB&B

BAER HOLDING LTD.

Bahnhofstrasse 36, P.O. Box, 8010 Zurich,
Tel. (1) 221 20 35, Fax (1) 221 20 26

Zurich Geneva Frankfurt London New York Hong Kong

COMPAGNIE BANCAIRE

COMPAGNIE BANCAIRE

FRF 800,000,000

FLOATING RATE NOTES

DUE 1997

For the period March 18, 1994 to June 15, 1994 the new rate

has been fixed at 6.2400% p.a.

Next payment date: June 15, 1994

Coupon nr: 15

Amount: FRF 157,89 for the

denomination of FRF 100,000

FRF 157,89 for the

denomination of FRF 100,000

Notice is hereby given that pursuant to paragraph "Purchase and Redemption" (d)

"Redemption at the option of the Noteholder", of the Terms and Conditions of the Notes, no Notes have been presented for redemption on the Interest

Payment Date falling on March 16, 1994.

Nominal amount outstanding after March 16, 1994: FRF 451,140,000

THE PRINCIPAL PAYING AGENT SOGENAL SOCIETE GENERALE GROUP 15, avenue Emile Reuter LUXEMBOURG

To the Holders of Warrants of

NAGOYA RAILROAD CO., LTD.

(the "Company")

Issued in conjunction with

U.S. \$150,000,000

2 1/2 per cent. Notes 1997

NOTICE OF

ADJUSTMENT OF SUBSCRIPTION PRICE

NOTICE IS HEREBY GIVEN pursuant to Clause 4(c) of the Instrument dated 28th January, 1993 under which the above described Warrants (the "Warrants") were issued and Condition 11 of the Terms and Conditions of the Warrants that the Board of Directors of the Company passed a resolution on 31st January, 1994 to make a stock split whereby one share of its common stock will be split into 1.03 shares effective as of 20th May, 1994 to the shareholders of the Company of record on 31st March, 1994.

As a result of such stock split, the Subscription Price of which shares of common stock of the Company are issuable upon exercise of the Warrants will be adjusted as follows:

Subscription Price before adjustment: Y457.0 per share
Subscription Price after adjustment: Y443.7 per share

Such adjustment to the Subscription Price shall be effective as of 1st April, 1994 (Japan Time).

The Industrial Bank of Japan Trust Company as Disbursement Agent

on behalf of
Nagoya Railroad Co., Ltd.
Dated: 18th March, 1994.

Notice to the Holders of Warrants

to Subscribe for Shares of Common Stock of

Sanyo Electric Railway Co., Ltd.

Kobe City, Japan

(the "Company")

Issued in conjunction with

U.S. \$80,000,000

4 1/2 per cent. Guaranteed Notes 1995

NOTICE IS HEREBY GIVEN that on 22nd February, 1994 the Board of Directors of the Company resolved to make a stock split on 20th May, 1994 (Japan time) of the Company in the form of a free distribution of shares of common stock of the Company to its shareholders of record as of 31st March, 1994 (Japan time) at the rate of 0.06 new share for one share so recorded.

Such stock split will result in an adjustment of the subscription price of the Warrants (the "Subscription Price") pursuant to Condition 7 of the Terms and Conditions of the Warrants scheduled to the Instrument executed as of 28th February, 1991 by the Company relating to the Notes with Warrants as follows:

Subscription Price before adjustment: Yen 610.5
Subscription Price after adjustment: Yen 581.4
Effective date: 1st April, 1994 (Japan time)

This announcement is made pursuant to Condition 11 of the Terms and Conditions of the Warrants.

By order:
IBJ Schroder Bank & Trust Company
as Disbursement Agent

Dated: 18th March, 1994.

INTERNATIONAL COMPANIES AND FINANCE

German bank gets bonus from Luxembourg arm

By David Waller, recently in Luxembourg

Deutsche Bank Luxembourg, the largest bank in the Grand Duchy, is paying its German parent bank a special dividend of DM174m (\$105m) on top of a normal dividend of DM124m after making record profits last year.

Pre-tax profits at the Luxembourg arm of Germany's biggest bank rose by 44.4 per cent from DM440m to DM636m. The increase reflected what Mr Ulrich Weiss, chairman of the bank's advisory board, called an extraordinary constellation of favourable factors.

Profits from private customer business more than quadrupled. Mr Weiss explained at a press conference earlier this week, while the bank benefited from buoyant trading conditions in the world securities markets last year.

In addition, Deutsche Bank

Luxembourg profited from the sale of Third World debt at higher prices than its written-down value. This gave rise to a profit of DM208m, which Mr Weiss said would have been treated as an extraordinary gain in the previous year. Profits from mainstream lending business rose 12 per cent.

The profits contribution from private customer business was not quantified, but Mr Weiss said that the number of customers increased by 28 per cent last year, with a 56 per cent increase in special depositary accounts for securities. The volume of funds under management in these accounts doubled to DM5.5bn.

The spectacular increase in profits highlights a massive transfer of funds from Germany to Luxembourg in recent years, triggered largely by the perceived tax benefits of investing in the Grand Duchy. The first catalyst to the flow

of funds to Luxembourg came at the end of 1991 when the Federal Constitutional Court in Karlsruhe ruled that interest income should be subject to a withholding tax.

A 30 per cent withholding tax was introduced at the beginning of last year, prompting further transfers of capital, but the capital flows have partially reversed more recently in anticipation of a modification to the tax regime.

This flow of funds back into Germany - DM25bn in the last quarter of 1993 - is one of the main reasons for the 20 per cent-plus increase in German M3 money supply in January.

Although investing in Luxembourg is not illegal for German citizens, the German tax authorities last month launched a raid on Dresdner Bank, Germany's second-biggest bank, claiming that the bank was actively helping its customers evade tax.

Earnings ahead to \$66m at Minorco

By David Blackwell

Minorco, the offshore investment arm of South Africa's Anglo American group, lifted operating earnings to \$66.6m from \$57.7m in the six months ended December. Turnover increased to \$1.2bn from \$1.17bn.

The Luxembourg-listed group last November completed a \$1.43bn asset swap with Anglo, which owns 46 per cent of the shares. It took control of Anglo's non-diamond interests outside South Africa.

The group, which has restated figures for the 1992 half to reflect the asset swap, said that for the first time operating profits were its main source of earnings. "This completes the transformation from a holding company to an operating natural resources group," said Mr Hank Slack, president and chief executive.

Significantly lower financial income helped to reduce earnings before extraordinary items to \$105.9m from \$117.8m. But extraordinary gains of \$57.7m, mainly from profits on the sale of its stake in Charter Consolidated and Zambian Copper Investments, left net earnings at \$164m, against \$133m. The interim dividend is 19 cents.

The group is proposing to change its financial year-end to a calendar year to bring it into line with North and South American practice. It will pay a final dividend for the year to June, followed by a second final for the 18 months ending December this year.

Minorco now operates four divisions - gold, base metals, industrial minerals, and pulp and paper. Gold production improved by 5 per cent to 331,200 ounces at an average price of \$380 an ounce, up from \$353. Copper production rose to 51,400 tonnes from 46,300 tonnes, with an average price 13 per cent down at 92 cents a pound.

The group invested \$270m in existing and new businesses in the half. At the end of December net cash stood at \$842m, compared with \$1.04bn last time.

Qantas in the black at half-time

By Nikki Tait in Sydney

Sharply reduced interest charges and higher passenger volumes have allowed Qantas, the state-owned Australian airline in which British Airways holds a 25 per cent interest, to announce an after-tax profit of \$71.6m (\$55.1m) for the six months ended December.

This compares with a \$386.5m loss in the same period of the previous year, but the 1992-93 figure was struck after \$433.2m of abnormal items, primarily write-offs and restructuring expenses arising from the merger of Qantas, tra-

ditionally Australia's international carrier, with Australian Airlines, the large domestic airline. There were no abnormal items in the latest set of figures.

Qantas said yesterday that operating profit, before tax and abnormal items, rose from \$33.3m to \$100.5m, with total operating revenues standing at \$3.46bn, against \$3.44bn.

Even this comparison, however, was muddled because Australian was included for only four months in 1992, compared with the full six months last time. If Australian had been included for the full six

months in 1992, Qantas estimated that the most recent figures would have shown a 10.3 per cent rise in revenues and an increase in operating profits from \$27.6m to the \$100.5m figure.

Qantas described the results as "credible," but admitted that operating yields had fallen on both domestic and international operations, hitting profitability. Staff-related costs increased "significantly," while fuel costs rose in line with the increase in available seat kilometres - up 8.7 per cent on international routes and 11.1 per cent on domestic.

Net interest costs, by contrast, fell very significantly, to \$58.3m from \$122.3m. This follows the recapitalisation of the group and the injection of the British Airways investment in February 1993.

Mr Gary Pemberton, Qantas chairman, warned yesterday that the seasonal downturn in traffic during the current six months would mean that the second-half results are weaker than those just reported.

"I would expect something less than the first-half result in the current period," he said.

Political anchors on Qantas float

No date has been set for the airline's sell-off, reports Nikki Tait

A big political question mark overshadows the latest results from Qantas. Will the airline be floated this autumn? Or will it come to the stock market in mid or even late 1994, a full two years later than the Australian government originally planned?

Mr Gary Pemberton, Qantas chairman for the past year, says the decision must be made in the current financial year to allow for all the administrative work involved in the "early" privatisation option.

And he is blunt about Canberra's options: "It's going to be judgment call for them, and not an easy one. They've got, in many ways, conflicting considerations. One is the state of the share market, which at the moment is strong - that would argue for going earlier."

"On the other hand, Qantas has been subject to very significant changes - the merger with Australian, and in its management. The business is improving, and we're making progress. So from that point of view, you'd be persuaded to give it more time."

This is Mr Pemberton playing diplomat. Pushed a little further, he admits that a management wants to wait - a view also expressed by British Airways' chairman, Sir Colin Marshall - and cites two simple reasons.

First, there is Qantas' profitability - or lack of it. "We've set ourselves a [profits] target of over \$400m (\$285m).

That's what we've set as the right return on shareholders' funds," he says. "We never quite meant it as a precondition to privatisation. What we were really conveying is that any discretionary shareholders will be looking for that sort of return. The yardstick has to be a normal commercial yardstick."

"From a management perspective, we'd like to have the time. It's easy to overlook the fact that privatisation, and all the due diligence, is a horrendous process for management"

stick, not what people might be satisfied with because the airline industry's going through a tough time."

Secondly, there is enormous internal upheaval which currently suffuses Qantas, as it tries to blend long-standing international operations with Australian's domestic network and undertakes an extensive executive overhaul. "From a management perspective, we'd like to have the time. It's easy to overlook the fact that privatisation, and all the due diligence, is a horrendous process for management."

Yesterday's results will almost certainly add ballast to the Qantas/BAA point of view. Net profits of \$71.7m, coupled with Mr Pemberton's prediction that the second half will be "something less," suggest that Qantas will miss its

\$400m target by a very large margin in 1993-94.

Moreover, much of the latest improvement seems to come from lower interest charges - the product of a recapitalisation which accompanied BAA's \$865m investment last year. Adjusting to reflect a full six-month contribution from Aus-

management still feels the carrier needs to make.

"I think there's a very big issue about the quality of our revenues - the markets we're in, the routes that we're flying. There's a lot of room for improvement," says Mr James Strong, who took over as managing director last autumn.

Then there is the labour situation. "I don't believe the company has got anywhere near the productivity trade-offs that we should have got in terms of the enterprise bargaining agreements that were entered into," he continues.

Even in those areas where optimists might envisage short-term progress, the carrier takes a very cautious line. Qantas, for example, said that its American routes continued to make losses in the first half - in contrast to Japan, the Orient, New Zealand and the UK. But the Pacific market has seen two major US players - Continental and Northwest Airlines - retreat during recent months. Fares have jumped significantly.

But Mr Strong refuses to be bullish. "There's a tendency to say, they've gone, terrific, everyone's going to make money in the Pacific. But there really are tremendous time-lags. It's been a sea of red ink for a long, long time and it's not suddenly going to be awash with US greenbacks." In short, Qantas has made its case for a late float. Over to Canberra.

Email buys out US group

By Nikki Tait

Email, the Australian domestic appliance manufacturer and distributor, said yesterday that it was buying the joint venture which it owns with Westinghouse, the troubled US group, for around \$465m (\$346m).

The Email-Westinghouse venture was set up in 1985, and has annual sales of around \$512m.

Its operations span a number of areas, including switchgear, metering equipment, air handling and printed circuit board

products. Its main manufacturing sites are in Sydney, Melbourne, Brisbane and Manila.

Email said that all the businesses are currently profitable and it expects the deal to enhance earnings per share. As part of the deal, the 11.1m shares in Email owned by the joint venture will be sold via Potter Warburg, the Australian broker.

Due to this associated share sale, Email took the opportunity yesterday to make a profits forecast for the year ending

this month. It said trading had been better than anticipated, and that "this provides confidence that last year's reported profit of \$860.1m will be exceeded by not less than 40 per cent."

The Australian Insurance group, said yesterday that it will decide whether to float on the Australian stock market in August.

If it goes ahead, policyholders will be asked to vote on the plan in October, and the listing could take place in November.

Brierley sells stake in CHH

By Terry Hall in Wellington

Brierley Investments has sold an 8.5 per cent stake in forestry group Carter Holt Harvey (CHH) for NZ\$518m (\$338m) cash to International Paper of the US.

CHH was controlled by a joint venture of International Paper and Brierley Investments, with each partner owning a 16.5 per cent stake.

Brierley will continue to hold 9 per cent of CHH through the joint venture company, and has no plans to sell further shares.

It became a shareholder in CHH in 1990, when the group faced a liquidity crisis.


Mr Paul Collins, Brierley chief executive, said the company had been a significant contributor to the substantial

"enhancement" of CHH's value.

Brierley had stabilised the ownership structure, underwritten two capital issues which together raised NZ\$855m, and set up the joint venture holding company with International Paper.

CHH, now managed by International Paper, has large forests in New Zealand and Chile.

These securities have not been registered under the Securities Act of 1933 and may not be offered or sold in the United States except in accordance with the resale restrictions applicable thereto. These securities having been previously sold, this announcement appears as a matter of record only.



Unidanmark A/S
(a limited liability company organized under the laws of the Kingdom of Denmark)

the parent company of

Unibank A/S

6,900,000 Class A Shares

Certain of these securities have been sold in the United States in private offerings which included sales pursuant to Rule 144A under the Securities Act of 1933.

Goldman Sachs International

Indosuez Capital

Unibank

Barclays de Zoete Wadd Limited

Dresdner Bank
Aktiengesellschaft

Merrill Lynch International Limited

UBS Limited

S.G. Warburg Securities

Cazenove & Co.

Enskilda Corporate
Skandinaviska Enskilda Banken

March 1994

PLACER DOME INC.



Rex J. McLennan

The appointment by the Board of Directors of Rex J. McLennan to the position of Treasurer of Placer Dome Inc. effective March 15, 1994 is announced by Ian G. Austin, Senior Vice-President and Chief Financial Officer. Mr. McLennan joined Placer Dome as Assistant Treasurer in September 1991 following an 11-year career with a multinational oil and gas company. As Treasurer, he will be responsible for developing strategies to finance Placer Dome's growth, and for corporate risk management, group tax and treasury operations. Mr. McLennan has a Bachelor of Science degree in Mathematics and Economics from the University of British Columbia in Vancouver and a Master of Business Administration degree from McGill University in Montreal. Placer Dome Inc. is a major global mining company whose principal product is gold. Placer Dome's 16 mining operations are conducted in Australia, Canada, Chile, Papua New Guinea and the United States of America.

Annual Meeting of Shareholders

The Annual Meeting of Shareholders will be held on Thursday, April 28, 1994, 10:00 a.m. at the BASF-Feierabendhaus, Leuschnerstraße 47, Ludwigshafen/Rhine, Germany

Agenda

1. Presentation of the Financial Statements of BASF Aktiengesellschaft and BASF Group for 1993; presentation of the 1993 Annual Report covering BASF Aktiengesellschaft and the BASF Group; presentation of the Supervisory Board Report.

2. Declaration of dividend.
3. Ratification of the actions of the Supervisory Board.
4. Ratification of the actions of the Board of Executive Directors.
5. Appointment of auditors.

Shareholders wishing to participate in the Annual Meeting and to exercise their right to vote must have deposited their shares during normal office hours and in the prescribed form at a depository bank. The shares should remain deposited until the conclusion of the Annual Meeting. Shareholders have the right to vote by proxy. Depository banks and the full Agenda are published in the "Bundesanzeiger" of the German Federal Republic Nr. 53 of March 17, 1994.

Depository banks in the U.K.:
Morgan Grenfell & Co. Limited
S.G. Warburg & Co. Ltd.

The deposit is only effective if the shares are submitted by Wednesday, April 20, 1994.

The Board of Executive Directors
Ludwigshafen/Rhine,
March 17, 1994

BASF Aktiengesellschaft
67056 Ludwigshafen

BASF

£200,000,000
MFC Finance No. 1 PLC
Mortgage Backed Floating Rate Notes Due October 2023

In accordance with the Terms and Conditions of the Notes, notice is hereby given that the new interest rates and periods in respect of the subject Notes are as follows:-

Interest Date	Interest Rate	Interest Period	Interest Rate
1st March 1994	6.50%	1st March 1994 - 31st March 1994	6.50%
1st April 1994	6.50%	1st April 1994 - 30th April 1994	6.50%
1st May 1994	6.50%	1st May 1994 - 31st May 1994	6.50%

By: Citibank, N.A., Issuer Servicer
March 18, 1994, London.

CITIBANK

NOTICE OF DIVIDENDS IN SHARES
and Conversion Price Adjustment
Daewoo Heavy Industries Ltd.
US\$40,000,000
3 per cent. Convertible Bonds 2001

Notice is hereby given to the holders of 3 per cent. Convertible Bonds 2001 of Daewoo Heavy Industries Ltd. that at a Meeting of the Board of Directors held on 14th December, 1993 the company resolved to declare Dividends in Shares to the Shareholders registered as of 17:00 hours on 31st December, 1993 in proportion to 0.02 Shares per one Share and the payment of Dividends in Shares was approved by the Shareholders at the General Meeting of Shareholders held on 28th February, 1994 and as a result of Dividends in Shares the Conversion Price was Decreased from Korean Won 6110 to Korean Won 5990 per share effective retroactively 1st January, 1994.

DAEWOO HEAVY INDUSTRIES LTD.

The essential tool for the serious investor
Market-Eye
LONDON STOCK EXCHANGE

News and Company Announcements
before the market opens
071 329 8282
fax 071 329 8282

Daily Gold Fax - free sample

from: Clear Gold Ltd
7, Rialto Street, London W3R 3ND, UK.
commodity specialists for over 22 years

ask: Anne Whitley
Tel: 071 732 7172
Fax: 071 732 4046
a LAMDA Member

Signal

130+ software applications
RT DATA FROM \$10 A DAY
Signal SOFTWARE GUIDE
Call London: 071 44 41 71 231 3556
for your guide and Signal price list.

[illegible]

COMPANY NEWS: UK

Courtaulds Textiles' flat £39m pleases City

By Tim Burt

Shares in Courtaulds Textiles climbed 5p to 58p after fears of a sharp fall in profits at the clothing and fabrics group failed to materialise.

The group, which three months ago saw its shares fall 10 per cent to 48p following a profits warning, yesterday reported flat pre-tax profits of £38.8m (£39.1m) for the year to December 31.

Although hit by volatile consumer demand and continued recession in continental Europe, turnover increased by 3.8 per cent to £933.1m (£938.6m) and operating profits rose marginally to £49.5m (£49.3m).

Expressing confidence in its future prospects, the group is proposing a final dividend of 9.5p (9.2p) to lift the total for the year to 14.2p (13.9p).

Earnings per share, however, fell from a restated 30.1p to 29.2p.

Mr Noel Jervis, chief executive, said the company would have reported increased pre-

tax profits had it not decided to abandon its policy of offsetting interest charges by taking a pension credit through the profit and loss account.

Last year the company reduced the pension credit - part of a surplus built up on the group's pension fund - to £1.3m (£4.8m) and warned of no further credit payments.

This led to a sharp increase in net interest payable to £4.5m (£1.8m) on unchanged year-end borrowings of £17.7m.

Of the group's five divisions, branded clothing suffered the sharpest decline as operating profits fell to £600,000 (£5.9m) despite increased turnover of £195.1m (£193.6m).

Mr Jervis blamed the downturn on operational problems at its Aristoc factory in the Midlands, which makes hosiery for retailers such as Marks and Spencer, and large stock write-downs at Georges Rech, its French underwear business.

The fabrics division saw profits fall to £19.9m (£22.1m) as margins in Europe were hit

by falling prices, which wiped out improved performances in Britain and the US.

Reduced profits in the two divisions were offset by gains to home furnishings, spinning and own-label clothing, with the latter business reporting the largest rise to £16.3m (£10.5m).

COMMENT

Having forecast bad news last December, Courtaulds Textiles' flat performance came as a pleasant surprise. Although there are still problems to be ironed out in its fabrics business, increased reorganisation costs of £7.6m (£6.8m) signalled its intention to further restructure any operations making unsatisfactory returns. Having spent more than £41m on acquisitions, it is also expected to emerge as a group with a strong international presence and highly regarded products.

That prospect is reflected in forecast profits of up to £48m which, on a forward multiple of 15.9, make the group a moderately attractive option.

Imry buys £118m property portfolio

By Vanessa Houlder, Property Correspondent

Imry Holdings, the property company taken over by Barclays, the clearing bank, in December 1992, has acquired a £117.9m property portfolio from Timberlake, a subsidiary of General Accident.

The portfolio consists of 1.7m sq ft of space in the south-east of England, mainly in Hampshire and Surrey. Imry said the deal gave it a portfolio of "scope and quality", which complemented its existing investment and trading portfolio. The deal was financed by debt provided by GE Capital and equity from its own resources.

General Accident said the deal gave it the opportunity to rationalise its overall property holdings and concentrate on new investment areas.

About 28 per cent of the portfolio is retail, mostly in new buildings. About £5.8m of the purchase price relates to development sites, particularly in Southampton and Bristol. The portfolio consists of 42 per cent offices, 32 per cent industrial and warehouses and 24 per cent retail.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Fleming European £50m share issue

Fleming European Fledgling Investment Trust is seeking up to £50m, before expenses, by the issue of up to 50m conversion shares at 100p each.

Of the shares, 10.5m have been conditionally placed with the balance being made available to shareholders and warrants to the public through an offer for subscription.

The conversion into ordinary shares will be on the basis of the relative net asset values. Warrants will also be issued on the basis of 1-for-5 new ordinaries.

£121m restructuring costs hit UB

By Tony Jackson

United Biscuits' full year profits before exceptional costs were up 6 per cent before tax at £181.8m, in what the company said was a year of progress. However, the figures were marred by reorganisation costs totalling £121.3m, and profit falls in UB's central business of UK biscuits and snacks.

The restructuring costs fall mostly on UB's troubled US subsidiary Keebler. Including provisions already announced of £12.2m for the closure of a snack plant at Raleigh, North Carolina, the total US cost will come to £22.6m.

In the UK and Europe costs will be £28.8m, of which £4m will be spent on closing a plant in Hungary and the rest chiefly on redundancies, especially in middle management.

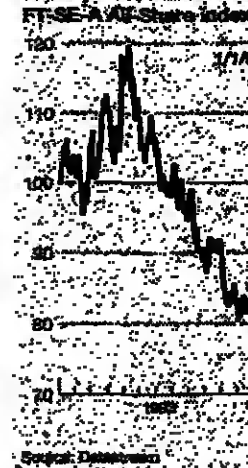
Before exceptional costs, profits in UK biscuits were down 10 per cent at £88.8m, while UK snack profits were down 4 per cent at £34.8m. Biscuit profits overseas were up 10 per cent at £21m.

Snack profits in Europe were up 48 per cent at £12.8m, while snack profits in the Asia Pacific region, helped by last year's acquisition of Smith's in Australia, went from an £0.7m loss to a £15.5m profit.

Rose Young's, the UK frozen

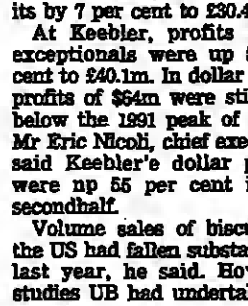
United Biscuits

Share price relative to the FTSE-100 Share Index



Source: Datastream

Operating performance



Source: Datastream

United Biscuits' full year profits before exceptional costs were up 6 per cent before tax at £181.8m, in what the company said was a year of progress. However, the figures were marred by reorganisation costs totalling £121.3m, and profit falls in UB's central business of UK biscuits and snacks.

The restructuring costs fall mostly on UB's troubled US subsidiary Keebler. Including provisions already announced of £12.2m for the closure of a snack plant at Raleigh, North Carolina, the total US cost will come to £22.6m.

In the UK and Europe costs will be £28.8m, of which £4m will be spent on closing a plant in Hungary and the rest chiefly on redundancies, especially in middle management.

Before exceptional costs, profits in UK biscuits were down 10 per cent at £88.8m, while UK snack profits were down 4 per cent at £34.8m. Biscuit profits overseas were up 10 per cent at £21m.

Snack profits in Europe were up 48 per cent at £12.8m, while snack profits in the Asia Pacific region, helped by last year's acquisition of Smith's in Australia, went from an £0.7m loss to a £15.5m profit.

Rose Young's, the UK frozen

foods business, increased profits by 7 per cent to £30.4m.

At Keebler, profits before exceptional costs were up 61 per cent at £40.1m. In dollar terms, profits of \$94m were still well below the 1991 peak of \$120m.

Mr Eric Nicoll, chief executive, said Keebler's dollar profits were up 55 per cent in the second half.

Volume sales of biscuits in the US had fallen substantially last year, he said. However, studies UB had undertaken as

part of its rationalisation programme did not envisage volume falling further.

Group sales were up 10 per cent at £3.45bn. Overseas sales were 55 per cent of the total, compared to 52 per cent the year before. Exceptional charges totalled \$85.1m, with the reorganisation costs partly offset by \$47.8m profits on disposals, chiefly the UK confectioner Terry's.

After reorganisation costs, pre-tax profit was down 28 per

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover to two times.

UB said there were encouraging signs for trading in the current year, though all its main markets remained highly competitive.

cent at £116.7m. Earnings per share before exceptional costs were up 4 per cent at 34.2p. After exceptional costs, earnings were 12.8p, leaving an unchanged dividend of 15.5p for the year only 84 per cent covered. UB said its intention was to rebuild dividend cover

COMPANY NEWS: UK

Arjo optimistic despite 24% decline to £122m

By Daniel Green

The paper industry has begun to recover after five years of decline, according to Arjo Wiggins Appleton, the Anglo-French paper manufacturer. In an optimistic statement yesterday, it said that paper prices had begun to rise in the last quarter of 1993 and remained firm this year.

However, the benefits of this recovery in prices and volume came too late to prevent a 24 per cent fall in pre-tax profits to £122.1m (£161.1m) in 1993.

Volume rose by 3 per cent and turnover by 4 per cent to £2.73bn. However, at constant 1993 average exchange rates, turnover fell 4 per cent implying an average fall in prices of 7 per cent.

The pre-tax figure was hurt by exceptional restructuring costs of £13.7m for the closure of a German pulp mill and a 25 per cent reduction in staff at a Spanish mill.

It was also hit by provisions for unrealised losses on foreign currency loans to its Portu-

guese associate Soporcel. This figure was £14.1m (£20m).

The effect of these was that operating profit, before exceptional items, was down just 5 per cent to £184.4m (£193m).

Earnings per share fell by 35 per cent to 7.5p (11.6p). The proposed final dividend is held at 3.85p making an unchanged 6.5p for the year.

The dividend cover of 1.3 was a low in the current cycle, said Mr Alain Soulas, chief executive. He repeated the company's aim of maintaining long term cover in the 2 to 2.5 range.

Net borrowings rose slightly to £303.2m (£294.9m) with gearing at 25.7 per cent (23.6 per cent). Mr Soulas said that the strength of the balance sheet meant "we can grow by acquisition, especially in paper merchandising".

COMMENT

At first sight, Mr Soulas' optimism looks overdone. A few months of recovery seem scant compensation for years of falling sales and profits and a fro-

zen dividend. But a business like Arjo's has huge operational gearing: when sales and prices recover, a lot of the gain falls straight through to the bottom line. The real question is whether the sales growth since the autumn has been much more than merchants restocking. Four years of falling prices meant that stocks were as low as possible on the grounds that they would be even cheaper the following month. But there are some good signs: real price rises and six months of better sales sounds like genuine demand. Even if there is a hiccup over the slow summer months, 1994's pre-tax profits should easily exceed 1993's and possibly stretch towards the £170m mark. That would be a long way short of the £260m achieved as recently as 1991 and would still leave the stock on a chunky prospective p/e in the upper 20s. But if recovery continues, that operational gearing should come to the rescue and push the p/e below the market average by 1996.

Gas move benefits British Borneo

By Peggy Hollinger

Greater exposure to the gas market helped British-Borneo, the exploration company, to offset the effects of a declining oil price and report a 14 per cent increase in net profits to \$8.7m for the year to December 31.

Mr Alan Gaynor, managing director, said British-Borneo had had "a hell of a year. I think we have now come of age." The company increased its oil and gas revenues by 56 per cent to \$228m.

Mr Gaynor said British-Borneo had maintained its exploration success rate of 40 per cent for the third consecutive year. It intended in the current year to step up investment in exploration, particularly in the US, from about \$18m a year to up to \$30m.

The changes to the petroleum revenue tax introduced in the last budget had made the North Sea a less attractive option. Exploration costs were some four times higher as a result, Mr Gaynor said.

British-Borneo had doubled investment in the US to about \$20m in the year just ended, helping it to benefit from the 15 per cent increase in the average US gas price during the year. Part of the revenue improvement was due to becoming an operator, as opposed to being a hands-off investor, for the first time, Mr Gaynor said.

British-Borneo was beginning to see opportunities to build up its oil assets in light of the weak price. Any acquisitions and investments would be funded through cash flow, Mr Gaynor said.

Income from the group's portfolio of oil and gas investments fell from £7.2m to £5.4m. However, the group realised some \$4.3m from the portfolio which ended the year with a market value of \$19.3m.

The dividend was maintained at 4.43p, for a steady total of 7.1p. Earnings rose from 16.93p to 19.33p.

Chieftain buy

Chieftain, the insulation and fireproofing group, has paid £250,000 for Blackett Charlton

Haden MacLellan calls for £13m

By Andrew Baxter

Haden MacLellan Holdings, the engineering group, yesterday announced a 1-for-4 rights issue to raise about £13m and 1993 pre-tax profits up from \$4.3m to \$4.5m.

Haden, with interests including paint finishing systems for the automotive industry and distribution of industrial fasteners and machine tools, wants to strengthen its finances to fund organic growth opportunities.

Turnover rose from \$94.2m, including £18.2m from discontinued activities, to \$98.8m. A lower tax charge of £1.5m (£2.1m) left earnings per share at 3.5p (2.6p) and the proposed final dividend is held at 1p, making an unchanged 2p for the year.

Mr Harold Cottam, chairman, said the strategic review which he initiated after joining the group in 1992 had established the way forward for the company, and the latest results showed it had achieved its first and most immediate objective of stabilising earnings.

Process engineering and services lifted profits from £2.6m to £3.2m, reflecting a turnaround from a loss of \$3.4m to profit of £1.5m in its restructured North American business. However there was a deeper-than-expected downturn in Europe and a \$500,000 provision for closing the Spanish operation.

In manufacturing and distribution, profits dropped from \$4m to \$2.8m. Manufacturing dropped to \$800,000 (£1.8m), reflecting £1m of reorganisa-

tion costs, and distribution was unchanged at \$2.2m with a good performance in industrial fasteners - identified as a core business for future growth - offset by a downturn on the machine tool side.

The rights issue is priced at 60p per share, compared with yesterday's closing price of 78p, down 2p, and is fully underwritten by Schroders, De Zoete & Bevan are brokers to the issue. Mr Cottam said the issue would be broadly neutral for shareholders and had received strong support from institutions.

COMMENT

A modest rights issue makes a good deal of sense. Net cash has fallen from about £18m at the end of 1991 to a negative £11.6m in line with the virtual

disappearance of advanced payments and even, on occasions, phased payments, in contracting. Yet without the money, topped up over the next few months, perhaps, by about £7m from selling the Dupont foundry business, Haden would clearly be unable to exploit the opportunities from its global leadership in paint finishing systems. Nor would it be able to take full advantage of the reorganisation and refocusing of the past 18 months. Shareholders will be encouraged by the company's intention to resume dividend growth once appropriate cover has been achieved, and with a modest rise in profits this year as business picks up in the second half, the prospective p/e is between 15 and 18, based on the current shares.

Davis Service advances to £21.8m

By David Wighton

Davis Service Group, the business services company formerly known as Godfrey Davis, saw pre-tax profits rise from £17.5m to £21.8m in 1993 through underlying trading profits were flat.

The figures were boosted by the \$22m acquisition of the HSS tool hire business from John Mowlem in May, which made a \$2.9m contribution after financing costs. The deal was funded largely by a \$34.7m share placing.

Mr John Ivey, chief executive, said that HSS had performed slightly better than expected with demand showing some recovery in the fourth quarter. "We were lucky to buy it at the right time."

Operating profits from continuing operations slipped from £19.2m to £19m due to problems in the textile maintenance division where profits fell £1m to £12.2m.

The footwear manufacturing business, which broke even in 1992, fell into the red on sales of around £20m due to stiff compe-

dition from both UK and overseas suppliers. Mr Ivey said the company was undertaking "a detailed review" of its manufacturing operation and declined to say whether it formed part of the group's long-term plans.

Profits from portable building rental rose from \$3.8m to \$5.4m and support services, which supplies cleaning and catering services, saw profits jump 20 per cent to \$3.7m. However this growth stemmed largely from new contracts won at the end of 1992.

Little new work was taken on last year due to the confusion over whether the Tupe regulations protecting employees' rights when their employer changes hands apply to contracting out of services. The group's policy is not to take on new public sector contracts until the position is clarified.

Mr Ivey said that HSS's profits for the year as a whole were 20 per cent up on 1992 on turnover 13 per cent higher. The company is looking to add 20 new

branches to the HSS network this year. Reported earnings per share rose from 14.36p to 15.49p, but adjusting for gains and losses on disposals earnings edged up from 15p to 15.1p. Dividends are held at 7.9p with a final of 5.25p.

COMMENT

But for the HSS acquisition, Davis's prospects would be looking distinctly dull. There is scope for recovery in textile rental, though its markets will not pick up in a hurry, and workwear manufacturing should be back in the black this year but support services have been snared in the legislative tangle over contracting out. Luckily Davis picked up HSS at just the right time and, unlike Mowlem, can afford to invest in it. Supplying small builders and the DIY market it has already seen demand pick up nicely and its full year contribution could take profits to over £25m putting the shares at 26.1p on a multiple of little over 15. One for the more conservative investor.

JM and Cookson in ceramic link

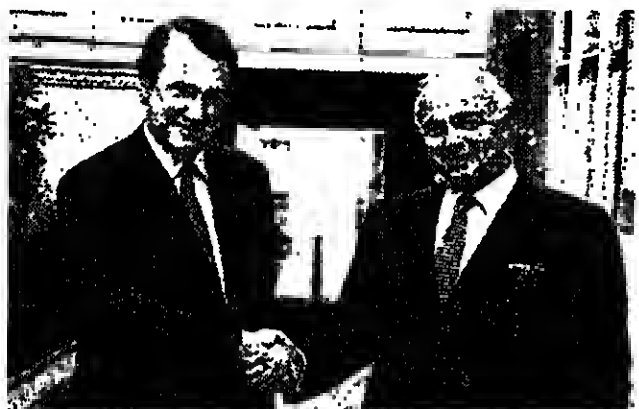
By David Blackwell

Johnson Matthey, the precious metals group, and Cookson, the specialist industrial materials group, are planning to link their ceramic interests in a joint venture that would be number two in the world market.

The colour and print division of Johnson Matthey, which makes colours, stains and liquid precious metal preparations for the tableware, sanitary ware and glass industries, would be joined with Cookson's ceramic supplies and minerals division. This side makes colours and glazes for the tableware, sanitary ware and tile industries.

Both companies cater for different aspects of the world market, which Mr Chris Clark, managing director of Johnson Matthey, estimated as worth \$1bn a year. The market leader is Ferro of the US, with more than 20 per cent.

Johnson Matthey's division made operating profits of £11.3m on sales of £103.3m in the year to the end of March



Chris Clark, left, and Richard Oster: getting together to create the number two in a world market estimated to be worth \$1bn

1993, when its net assets were \$69.9m. Cookson's division made operating profits of £11.5m on sales of £135.6m in the year to end December, when net assets were \$90m.

The joint venture, to be known as Cookson Matthey Ceramics, would be owned half and half and have up to 20 per cent of the world market. Both companies are transferring

assets of equal value to the venture, so there would be no compensating payments.

Mr Richard Oster, who has spent the past few years refocusing Cookson on its core businesses, including ceramics, described the proposed deal as "sort of a dream come true".

Mr Oster will be chairman of Cookson Matthey Ceramics, and Mr Clark chief executive.

Wagon £6m acquisition

Wagon Industrial Holdings, the materials handling, engineering and automotive products group, has paid \$6.1m in cash and shares for the refrigeration, air conditioning and maintenance division of Kenyon UK.

According to management accounts the division made

profits of about £1m for 1993.

The directors stated that the book value of the assets purchased amounted to £2.7m with no debts being assumed.

Up to £1m of the purchase price will be repaid if certain profit targets are not achieved within the first year.

Mount Edon again denied

Mount Edon Gold Mines has, for the third time been denied by the Australian courts in its opposition to the recommended takeover of Europa Minerals the mining finance house in which it has a 19.9 per cent stake, by Burnine, an Australian company.

Mount Edon is trying to

scotch what is in effect a three-way merger between Burnine and Europa. Mr Justice Jenkinson of the Federal Court of Australia affirmed the decision of the independent scrutineer to disregard the votes cast by Mount Edon and its associates on resolution 6 at the Burnine meeting.

1994 Water Briefing

NEW

The Financial Times is happy to announce the launch of **Water Briefing**, published every two weeks.

Whilst the industry faces up to dramatic changes worldwide, **FT Water Briefing** will keep you informed of the latest developments and give information and analysis on the news and issues affecting the industry.

Exciting new business opportunities exist, whether in water supply, waste water treatment, engineering, research or finance. **FT Water Briefing** will examine and report on investment programmes, international projects, joint ventures, legislation, research and innovation via its network of international specialist correspondents.

To keep abreast of the industry and take advantage of the exciting challenges being presented **FT Water Briefing** will prove to be an essential tool.

For further details, and a free sample copy, please return this advertisement with your business card or contact Louise Aisop, Financial Times Newsletters, 3rd Floor, No 1 Southwark Bridge, London SE1 9HL. Tel: +44 (0)71 411 4414 Fax +44 (0)71 873 3935

300393

Prices are quoted in pence per tonne for the purchase of 100 tonnes of material and are subject to change without notice.			
Material	Price per tonne	Price per tonne	Price per tonne
10/10	10.00	10.00	10.00
10/15	10.50	10.50	10.50
10/20	11.00	11.00	11.00
10/25	11.50	11.50	11.50
10/30	12.00	12.00	12.00
10/35	12.50	12.50	12.50
10/40	13.00	13.00	13.00
10/45	13.50	13.50	13.50
10/50	14.00	14.00	14.00
10/55	14.50	14.50	14.50
10/60	15.00	15.00	15.00
10/65	15.50	15.50	15.50
10/70	16.00	16.00	16.00
10/75	16.50	16.50	16.50
10/80	17.00	17.00	17.00
10/85	17.50	17.50	17.50
10/90	18.00	18.00	18.00
10/95	18.50	18.50	18.50
11/00	19.00	19.00	19.00
11/05	19.50	19.50	19.50
11/10	20.00	20.00	20.00
11/15	20.50	20.50	20.50
11/20	21.00	21.00	21.00
11/25	21.50	21.50	21.50
11/30	22.00	22.00	22.00
11/35	22.50	22.50	22.50
11/40	23.00	23.00	23.00
11/45	23.50	23.50	23.50
11/50	24.00	24.00	24.00
11/55	24.50	24.50	24.50
11/60	25.00	25.00	25.00
11/65	25.50	25.50	25.50
11/70	26.00	26.00	26.00
11/75	26.50	26.50	26.50
11/80	27.00	27.00	27.00
11/85	27.50	27.50	27.50
11/90	28.00	28.00	28.00
11/95	28.50	28.50	28.50
12/00	29.00	29.00	29.00
12/05	29.50	29.50	29.50
12/10	30.00	30.00	30.00
12/15	30.50	30.50	30.50
12/20	31.00	31.00	31.00
12/25	31.50	31.50	31.50
12/30	32.00	32.00	32.00
12/35	32.50	32.50	32.50
12/40	33.00	33.00	33.00
12/45	33.50	33.50	33.50
12/50	34.00	34.00	34.00
12/55	34.50	34.50	34.50
12/60	35.00	35.00	35.00
12/65	35.50	35.50	35.50
12/70	36.00	36.00	36.00
12/75	36.50	36.50	36.50
12/80	37.00	37.00	37.00
12/85	37.50	37.50	37.50
12/90	38.00	38.00	38.00
12/95	38.50	38.50	38.50
13/00	39.00	39.00	39.00
13/05	39.50	39.50	39.50
13/10	40.00	40.00	40.00
13/15	40.50	40.50	40.50
13/20	41.00	41.00	41.00
13/25	41.50	41.50	41.50
13/30	42.00	42.00	42.00
13/35	42.50	42.50	42.50
13/40	43.00	43.00	43.00
13/45	43.50	43.50	43.50
13/50	44.00	44.00	44.00
13/55	44.50	44.50	44.50
13/60	45.00	45.00	45.00
13/65	45.50	45.50	45.50
13/70	46.00	46.00	46.00
13/75	46.50	46.50	46.50
13/80	47.00	47.00	47.00
13/85	47.50	47.50	47.50
13/90	48.00	48.00	48.00
13/95	48.50	48.50	48.50
14/00	49.00	49.00	49.00
14/05	49.50	49.50	49.50
14/10	50.00	50.00	50.00
14/15	50.50	50.50	50.50
14/20	51.00	51.00	51.00
14/25	51.50	51.50	51.50
14/30	52.00	52.00	52.00
14/35	52.50	52.50	52.50
14/40	53.00	53.00	53.00
14/45	53.50	53.50	53.50
14/50	54.00	54.00	54.00
14/55	54.50	54.50	54.50
14/60	55.00	55.00	55.00
14/65	55.50	55.50	55.50
14/70	56.00	56.00	56.00
14/75	56.50	56.50	56.50
14/80	57.00	57.00	57.00
14/85	57.50	57.50	57.50
14/90	58.00	58.00	58.00
14/95	58.50	58.50	58.50
15/00	59.00	59.00	59.00
15/05	59.50	59.50	59.50
15/10	60.00	60.00	60.00
15/15	60.50	60.50	60.50
15/20	61.00	61.00	61.00
15/25	61.50	61.50	61.50
15/30	62.00	62.00	62.00
15/35	62.50	62.50	62.50
15/40	63.00	63.00	63.00
15/45	63.50	63.50	63.50
15/50	64.00	64.00	64.00
15/55	64.50	64.50	64.50
15/60	65.00	65.00	65.00
15/65	65.50	65.50	65.50
15/70	66.00	66.00	66.00
15/75	66.50	66.50	66.50
15/80	67.00	67.00	67.00
15/85	67.50	67.50	67.50
15/90	68.00	68.00	68.00
15/95	68.50	68.50	68.50
16/00	69.00	69.00	69.00
16/05	69.50	69.50	69.50
16/10	70.00	70.00	70.00
16/15	70.50	70.50	70.50
16/20	71.00	71.00	71.00
16/25	71.50	71.50	71.50
16/30	72.00	72.00	72.00
16/35	72.50	72.50	72.50
16/40	73.00	73.00	73.00
16/45	73.50	73.50	73.50
16/50	74.00	74.00	74.00
16/55	74.50	74.50	74.50
16/60	75.00	75.00	75.00
16/65	75.50	75.50	75.50
16/70	76.00	76.00	76.00
16/75	76.50	76.50	76.50
16/80	77.00	77.00	77.00
16/85	77.50	77.50	77.50
16/90	78.00	78.00	78.00
16/95	78.50	78.50	78.50
17/00	79.00	79.00	79.00
17/05	79.50	79.50	79.50
17/10	80.00	80.00	80.00
17/15	80.50	80.50	80.50
17/20	81.00	81.00	81.00
17/25	81.50	81.50	81.50
17/30	82.00	82.00	82.00
17/35	82.50	82.50	82.50
17/40	83.00	83.00	83.00
17/45	83.50	83.50	83.50
17/50	84.00	84.00	84.00
17/55	84.50	84.50	84.50
17/60	85.00	85.00	85.00
17/65	85.50	85.50	85.50
17/70	86.00	86.00	86.00
17/75	86.50	86.50	86.50
17/80	87.00	87.00	87.00
17/85	87.50	87.50	87.50
17/90	88.00	88.00	88.00
17/95	88.50	88.50	88.50
18/00	89.00	89.00	89.00
18/05	89.50	89.50	89.50
18/10	90.00	90.00	90.00
18/15	90.50	90.50	90.50
18/20	91.00	91.00	91.00
18/25	91.50	91.50	91.50
18/30	92.00	92.00	92.00
18/35	92.50	92.50	92.50
18/40	93.00	93.00	93.00
18/45	93.50	93.50	93.50
18/50	94.00	94.00	94.00
18/55	94.50	94.50	94.50
18/60	95.00	95.00	95.00
18/65	95.50	95.50	95.50
18/70	96.00	96.00	96.00
18/75	96.50	96.50	96.50
18/80	97.00	97.00	97.00
18/85	97.50	97.50	97.50
18/90	98.00	98.00	98.00
18/95	98.50	98.50	98.50
19/00	99.00	99.00	99.00
19/05	99.50	99.50	99.50
19/10	100.00	100.00	100.00
19/15	100.50	100.50	100.50
19/20	101.00	101.00	101.00
19/25	101.50	101.50	101.50
19/30	102.00	102.00	102.00
19/35	102.50	102.50	102.50
19/40	103.00	103.00	103.00
19/45	103.50	103.50	103.50
19/50	104.00	104.00	104.00
19/55	104.50	104.50	104.50
19/60	105.00	105.00	105.00
19/65	105.50	105.50	105.50
19/70	106.00	106.00	106.00
19/75	106.50	106.50	106.50
19/80	107.00	107.00	107.00
19/85	107.50	107.50	107.50
19/90	108.00	108.00	108.00
19/95	108.50	108.50	108.50
20/00	109.00	109.00	109.00
20/05	109.50	109.50	109.50
20/10	110.00	110.00	110.00
20/15	110.50	110.50	110.50
20/20	111.00	111.00	111.00
20/25	111.50	111.50	111.50
20/30	112.00	112.00	112.00
20/35	112.50	112.50	112.50
20/40	113.00	113.00	113.00
20/45	113.50	113.50	113.50
20/50	114.00	114.00	114.00
20/55	114.50	114.50	114.50
20/60	115.00	115.00	115.00
20/65	115.50	115.50	115.50
20/70	116.00	116.00	116.00
20/75	116.50	116.50	116.50
20/80	117.00	117.00	117.00
20/85	117.50	117.50	117.50
20/90	118.00	118.00	118.00
20/95	118.50	118.50	118.50
21/00	119.00	119.00	119.00
21/05	119.50	119.50	119.50
21/10	120.00	120.00	120.00
21/15	120.50	120.50	120.50
21/20	121.00	121.00	121.00
21/25	121.50	121.50	121.50
21/30	122.00	122.00	122.00
21/35	122.50	122.50	122.50
21/40	123.00	123.00	123.00
21/45	123.50	123.50	123.50
21/50	124.00	124.00	124.00
21/55	124.50	124.50	124.50
21/60	125.00	125.00	125.00
21/65	125.50	125.50	125.50
21/70	126.00	126.00	126.00
21/75	126.50	126.50	126.50
21/80	127.00	127.00	127.00
21/85	127.50	127.50	127.50
21/90	128.00	128.00	128.00
21/95	128.50	128.50	128.50
22/00	129.00	129.00	129.00
22/05	129.50	129.50	129.50
22/10	130.00	130.00	130.00
22/15	130.50	130.50	130.50
22/20	131.00	131.00	131.00
22/25	131.50	131.50	131.50
22/30	132.00	132.00	132.00
22/35	132.50	132.50	132.50
22/40	133.00	133.00	133.00
22/45	133.50	133.50	133.50
22/50	134.00	134.00	134.00
22/55	134.50	134.50	134.50
22/60	135.00	135.00	135.00
22/65	135.50	135.50	135.50
22/70	136.00	136.00	136.00
22/75	136.50	136.50	136.50
22/80	137.00	137.00	137.00
22/85	137.50	137.50	137.50
22/90	138.00	138.00	138.00
22/95	138.50	138.50	138.50
23/00	139.00	139.00	139.00
23/05	139.50	139.50	139.50
23/10	140.00	140.00	140.00
23/15	140.50	140.50	140.50
23/20	141.00	141.00	141.00
23/25	141.50	141.50	141.50
23/30	142.00	142.00	142.00
23/35	142.50	142.50	142.50
23/40	143.00	143.00	143.00
23/45	143.50	143.50	143.50
23/50	144.00	144.00	144.00
23/55	144.50	144.50	144.50
23/60	145.00	145.00	145.00
23/65	145.50	145.50	145.50
23/70	146.00	146.00	146.00
23/75	1		

COMPANY NEWS: UK

Courtaulds Textiles' flat £39m pleases City

By Tim Burt

Shares in Courtaulds Textiles climbed 5p to 58p after fears of a sharp fall in profits at the clothing and fabrics group failed to materialise.

The group, which three months ago saw its shares fall 10 per cent to 48p following a profits warning, yesterday reported flat pre-tax profits of £38.8m (£39.1m) for the year to December 31.

Although hit by volatile consumer demand and continued recession in continental Europe, turnover increased by 3.8 per cent to £933.1m (£938.6m) and operating profits rose marginally to £49.5m (£49.3m).

Expressing confidence in its future prospects, the group is proposing a final dividend of 9.5p (9.2p) to lift the total for the year to 14.2p (13.9p).

Earnings per share, however, fell from a restated 30.1p to 29.2p.

Mr Noel Jervis, chief executive, said the company would have reported increased pre-

tax profits had it not decided to abandon its policy of offsetting interest charges by taking a pension credit through the profit and loss account.

Last year the company reduced the pension credit - part of a surplus built up on the group's pension fund - to £1.3m (£4.8m) and warned of no further credit payments.

This led to a sharp increase in net interest payable to £4.5m (£1.8m) on unchanged year-end borrowings of £17.7m.

Of the group's five divisions, branded clothing suffered the sharpest decline as operating profits fell to £600,000 (£5.9m) despite increased turnover of £195.1m (£193.6m).

Mr Jervis blamed the downturn on operational problems at its Aristoc factory in the Midlands, which makes hosiery for retailers such as Marks and Spencer, and large stock write-downs at Georges Rech, its French underwear business.

The fabrics division saw profits fall to £19.9m (£22.1m) as margins in Europe were hit

by falling prices, which wiped out improved performances in Britain and the US.

Reduced profits in the two divisions were offset by gains to home furnishings, spinning and own-label clothing, with the latter business reporting the largest rise to £16.3m (£10.5m).

COMMENT

Having forecast bad news last December, Courtaulds Textiles' flat performance came as a pleasant surprise. Although there are still problems to be ironed out in its fabrics business, increased reorganisation costs of £7.6m (£6.8m) signalled its intention to further restructure any operations making unsatisfactory returns. Having spent more than £41m on acquisitions, it is also expected to emerge as a group with a strong international presence and highly regarded products.

That prospect is reflected in forecast profits of up to £48m which, on a forward multiple of 15.9, make the group a moderately attractive option.

General Accident said the deal gave it the opportunity to rationalise its overall property holdings and concentrate on new investment areas. About 28 per cent of the portfolio is unlet, mostly in new buildings. About £5.8m of the purchase price relates to development sites, particularly in Southampton and Bristol. The portfolio consists of 42 per cent offices, 32 per cent industrial and warehouses and 24 per cent retail.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Imry buys £118m property portfolio

By Vanessa Houlder, Property Correspondent

Imry Holdings, the property company taken over by Barclays, the clearing bank, in December 1992, has acquired a £117.9m property portfolio from Timberlake, a subsidiary of General Accident.

The portfolio consists of 1.7m sq ft of space in the south-east of England, mainly in Hampshire and Surrey.

Imry said the deal gave it a portfolio of "scope and quality", which complemented its existing investment and trading portfolio. The deal was financed by debt provided by GE Capital and equity from its own resources.

General Accident said the deal gave it the opportunity to rationalise its overall property holdings and concentrate on new investment areas.

About 28 per cent of the portfolio is unlet, mostly in new buildings. About £5.8m of the purchase price relates to development sites, particularly in Southampton and Bristol. The portfolio consists of 42 per cent offices, 32 per cent industrial and warehouses and 24 per cent retail.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

Barclay's involvement in Imry began in 1989 when it financed a highly-leveraged takeover of the company. Imry has said that it expects to be floated or reversed into a quoted company.

£121m restructuring costs hit UB

By Tony Jackson

United Biscuits' full year profits before exceptional costs were up 6 per cent before tax at £181.8m, in what the company said was a year of progress. However, the figures were marred by reorganisation costs totalling £121.3m, and profit falls in UB's central business of UK biscuits and snacks.

The restructuring costs fall mostly on UB's troubled US subsidiary Keebler. Including provisions already announced of £12.2m for the closure of a snack plant at Raleigh, North Carolina, the total US cost will come to £22.6m.

In the UK and Europe costs will be £28.8m, of which £4m will be spent on closing a plant in Hungary and the rest chiefly on redundancies, especially in middle management.

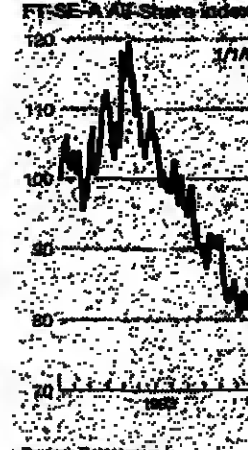
Before exceptional costs, profits in UK biscuits were down 10 per cent at £88.8m, while UK snack profits were down 4 per cent at £34.8m. Biscuit profits overseas were up 10 per cent at £21m.

Snack profits in Europe were up 48 per cent at £12.8m, while snack profits in the Asia Pacific region, helped by last year's acquisition of Smith's in Australia, went from an £0.7m loss to a £15.5m profit.

Rose Young's, the UK frozen

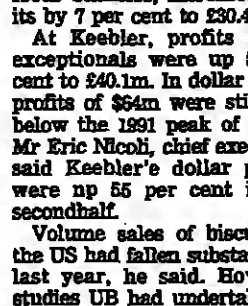
United Biscuits

Share price relative to the FT-SE 100 Share Index



Source: Datastream

Operating performance



Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

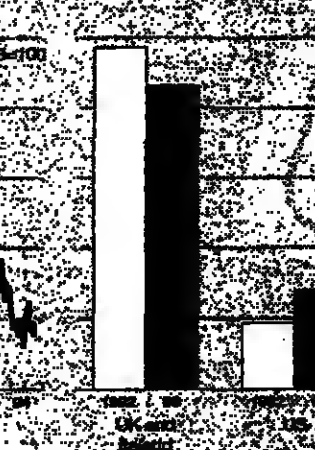
Source: Datastream

Operating performance

Source: Datastream

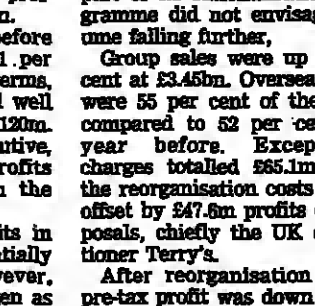
Overseas performance

Share price relative to the FT-SE 100 Share Index



Source: Datastream

Operating performance



Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Source: Datastream

Operating performance

Share price relative to the FT-SE 100 Share Index



COMPANY NEWS: UK

Attwoods falls to £9m as German recession bites

By Peggy Hollinger and Bernard Simon in Toronto

Attwoods, the UK waste management company, yesterday announced a sharper than expected 53 per cent decline in interim pre-tax profits from £19.3m to £9.8m as the effects of severe recession in Germany began to bite.

The company also said it was planning to strengthen its board with three on-executive appointments. The first would be Mr Mark Radcliffe, a director of the London Stock Exchange. The others would be named soon, Lord Lane of Horsell, chairman, said.

Laidlaw, the Canadian group which owns 35 per cent of Attwoods and has three directors on the board, yesterday reaffirmed its commitment to the UK company. Mr Jim Bullcock, Laidlaw's chief executive, said he did not intend to maintain the status quo with Attwoods in the long term. But, "we are not in any way poised to sell our position," he said.

Attwoods, meanwhile, stressed the rest of the year would be difficult. Mr Ken Foreman, chief executive, said full-year profits were expected to be lower after a series of one-off charges.

Mr Foreman was more optimistic about 1995 however. "I believe real growth will show through then," he said. There were signs of an improvement in the UK, with landfill prices expected to firm after the introduction of environmental legislation in May.

Pre-tax profits for the six months to January 31 were hit by the final £2.7m exceptional costs of settling protracted litigation in the US. The previous year had also been hit by some £5m in currency gains. At the operating level, excluding litigation costs, profits were 12 per cent lower at £16.2m. Sales were 9 per cent



Ken Foreman: one-off charges would affect full-year result

higher at £178.49m.

The UK returned the best performance, with a 39 per cent increase in operating profits to £2m on sales 17 per cent ahead to £30.4m. Mainland Europe suffered from the sharp downturn in Germany, and operating profits fell by 40 per cent from £11.2m to £6.7m (£3.07m) on sales 4 per cent lower at £181.4m.

US profits, which suffered from losses in the medical waste operation as a result of price pressure, fell from £21.2m to £13.8m (£9.4m) on sales £2m lower at £171.6m.

The dividend is held at 1.75p. Earnings fell from 5.27p to 1.97p per share.

COMMENT

Attwoods shares are likely to be overshadowed by Laidlaw's future intentions, the problems in Germany and exposure to very mature markets. While the good news is that significant progress has been made on improving the balance sheet, and prices are firming in the UK, doubts remain about margins in other parts of the world. Forecasts were downgraded from about £30m to about £23m after a disappointing second quarter. This puts the shares on a prospective p/e of about 22, which looks fully valued.

Purchases help Baynes rise 48%

By Tim Burt

Contributions from acquisitions helped Charles Baynes, the distribution and specialist engineering business, lift 1993 pre-tax profits by 48 per cent.

The group, which spent £48m on purchases during the year dominated by Buck & Hickman, the industrial tools distributor acquired for £33m last autumn, said contributions from these operations pushed profits up from £5.6m to £8.2m.

Sales advanced to £91.2m (£78.3m), including £27.2m from acquisitions. The comparative figure included £5.6m from discontinued activities. Continuing activities rose 41 per cent.

Acquisitions provided £2.5m of operating profits of £7.9m (£4.1m). Profits from underlying businesses moved ahead 34 per cent to £5.4m, despite a 1 per cent fall in turnover.

Earnings per share increased to 3.71p (2.59p), while a proposed final dividend of 1.075p (0.9p) takes the total to 4.785p (3.49p).

Welcoming the figures, Mr John Perkins, finance director, said the group had defied flat markets in the UK and continental Europe and increased operating margins by embarking on a cost-cutting programme.

Aerospace engineering suffered the brunt of the rationalisation as the workforce was cut by 25 per cent to 430 after six plants acquired from Cookson Group were merged on one site.

"The aerospace business remains poor and we do not envisage a substantial pick up before 1995," according to Mr Perkins, who predicted further rationalisation in the valves and packaging sectors.

He also hinted at fresh acquisitions, which would be financed from cash reserves or debt rather than new equity.

COMMENT

With net cash of £10.1m, Baynes is well-placed to pick off small engineering companies and has the support of its bankers to go for larger prey. Its ability to do so has been enhanced considerably by stripping out costs from existing businesses and making shrewd purchases at home and abroad. Impressed by its strategy, analysts have upgraded profit forecasts to £12.1m. Although the prospective multiple of 17.5 is ahead of the sector average, the shares are worth considering given the group's record for earnings enhancing deals.

He also hinted at fresh acquisitions, which would be financed from cash reserves or debt rather than new equity.

With net cash of £10.1m, Baynes is well-placed to pick off small engineering companies and has the support of its bankers to go for larger prey. Its ability to do so has been enhanced considerably by stripping out costs from existing businesses and making shrewd purchases at home and abroad. Impressed by its strategy, analysts have upgraded profit forecasts to £12.1m. Although the prospective multiple of 17.5 is ahead of the sector average, the shares are worth considering given the group's record for earnings enhancing deals.

Net interest was halved to £1.05m, helped by falling interest rates, a £2.55m increase in cash and a £2.7m fall in bank borrowings. Gearing was reduced to 58 per cent (73.1 per cent).

Earnings per share were 1.49p (£2.08p losses). Again no dividend has been declared - none has been paid since 1991.

Mr Cassidy said major improvements in children's footwear ranges had produced impressive gains in 1993. "We intend to push home this advantage in 1994," he added.

Folding of the brewing umbrella

Regionals lose the protection of Whitbread. Tony Jackson reports

On Thursday of last week, with little fuss, one of British brewing's historic institutions was abolished when Whitbread, one of the giants of the industry, sold £225m-worth of shares in eight smaller brewers.

Thus ended the so-called "Whitbread umbrella", whereby for 40 years Whitbread had held strategic stakes in local brewers to protect them from takeover by their bigger rivals.

The obvious question now arises: given that protection was necessary in the first place, are the regional brewers being thrown to the wolves?

Not necessarily. In many industries, size means everything. In UK brewing, there is evidence that middle-sized companies these days can not only hold their own against the giants, but can actually gain ground.

This can be simply illustrated by combining the results of a dozen regional brewers and comparing them with Britain's biggest brewer and publican, Bass.

Last year, the regional sample had combined sales of £1.8bn and operating profits of £255m, a margin of 14 per cent. Bass's brewing and pub divisions had combined sales of £2.3bn and profits of £361m, a margin of 16 per cent. Scale economies, it seems, are worth something in UK brewing; but not much.

Look at the best performers in the regional group, and the balance tilts the other way. Morland, the Oxfordshire brewer, had a margin last year of 23 per cent. Over the past five years, its sales have grown by an average 19 per cent a year, while its earnings per share are up 11 per cent over the period. Greene King, based in East Anglia, has margins of 19 per cent and average sales growth of 7 per cent. Bass as a group raised its sales by 2.5 per

cent a year over the period, while its earnings fell by nearly a third.

In one sense, Bass could argue that its poor performance is the result of enemy action. Since 1989, when the government took steps against the industry on competition grounds, there has been a ceiling on the number of licensed premises the big brewers can own. Not only are groups like Bass and Whitbread barred from increasing their pub estates: in compliance with the Beer Orders (as the legislation is known) they had to get rid of pubs and take large restructuring charges against profits.

In fact, the Beer Orders are less of a constraint than they appear. They limit only the number of pubs the big brewers can own. Bass, like many of its smaller competitors, has little desire to increase the number of its pubs. This is because the tied house system has left the brewers with a long tail of small, unprofitable tenants whose sole purpose is to mop up the last of the brewery's output. The big or middle-sized brewers want to get rid of those pubs and acquire bigger, more profitable managed pubs instead.

More fundamentally, the big brewers face the problem that in some parts of their business, size can be a positive disadvantage. It is, of course, more economical to produce beer in huge, modern breweries, and to promote national brands through the national media. But distribution is another matter. Very often, the local brewer has all his pubs within a few miles of the brewery; and for a product consisting almost wholly of water, most of whose retail price goes to the government, this is an important advantage.

As for the pubs themselves, a crucial drawback for the big brewers is that they have

failed to introduce branding into their outlets.

Retail chains like Boots or Marks and Spencer can use a standard national format to drive smaller rivals out of business. For the big brewers, the reverse can be the case. Watneys, for instance, now jointly owned by Grand Metropolitan and Fosters, has in recent years expunged its name from many of its pub frontages, preferring modest anonymity.

The result of this can be a reverse economy of scale. Run one pub, and you make a given profit. Run fifty, and you have to hire an accountant, a buyer, a property expert and security staff. Quite possibly, none of those pubs will be more inherently profitable than the one you started with. If so, the extra overhead is a dead loss.

So what shape will the industry take, now that Whitbread has taken its umbrella away?

Brokers' analysts, who are perhaps interested parties, argue for a degree of concentration. But, they agree, it will take a limited form. Rather

than the big brewers snapping up their outlets, the medium-sized brewers will snap up the smallest. This may take time, since many of the smallest are protected by family holdings or restricted voting structures.

The point is, however, that the middle-sized brewers from which Whitbread withdrew its protection last week are mostly able to take care of themselves.

Companies such as Morland, Greene King, Morston & Dudley have developed varied and successful strategies to cope with the changing world of UK brewing.

In stock market terms, all stand on higher multiples and lower yields than the industry leaders. For the big brewers, the Beer Orders are a handy excuse for not snapping up their smaller rivals. In truth, they might be pushed to afford them.

*Boddington, Devonish, Eldridge Pope, Fullers, Greenall, Greene King, Mansfield, Morston, Morland, Vaux, Wolverhampton & Dudley, Youngs.



A Whitbread dray outside the Old Bell in London's Exeter Street

Learmonth & Burchett's shares fall on warning

By Alan Cane

Shares in Learmonth & Burchett Management Systems, the USM-quoted computing services company, fell by 31 per cent from 140p to 96p on a warning that profits for the year to April 30 were likely to be well below expectations.

The company also said it was unlikely to pay a final dividend.

At the halfway stage, Mr Rainer Burchett, chairman, had indicated pre-tax profits for the full year of about £1.8m.

The source of the company's problems is poor trading in the

UK, where customers have been slow to finalise orders.

Mr Neil Davies, chief financial officer, said that full-year losses before tax of up to £1m could be expected if two or three of the company's larger customers failed to complete purchases.

The company said that a reorganisation had been put in place, including the resignation in December of the director responsible for operations and a reduction of £2m in operating costs, but improved results from the UK business could not be expected before next year.

At the halfway stage the shares lost a quarter of their value when the company reported pre-tax profits of only £210,000, 73 per cent lower than the £753,000 recorded the previous year.

Turnover for the half year was £13.1m.

LBMSS develops large scale and expensive computer software which makes it easier for computer specialists to write programmes.

The company now derives more than half its turnover from the US, where LBMSS is growing at an average of 50 per cent a year.

Stake sale boosts Cairn to £2.3m

The placing of a minority stake in a US offshore enabled Cairn Energy, the oil and gas explorer and producer, to report pre-tax profits up from £818,000 to £2.31m in 1993.

The £3.66m surplus made up for a write-down of oil and gas assets totalling £2.66m. Results were also helped by the acquisition of Teredo Petroleum in May and a firm US gas market.

However, Mr Norman Lesse, chairman, warned that if the current low oil prices were maintained 1994 cash flow and profits would be adversely affected.

Group turnover was up from £13.1m to £18.2m. Earnings per share were 3.53p (3.03p). During the year the group sold its interest in the Hatfield Moor UK onshore gas field and an onshore New Zealand oilfield for a total of £1.9m.

Oliver takes first step on road to recovery

By Gary Evans

Oliver Group, the multiple shoe retailer, has marked the first stage of its recovery programme with a return to the black in the year ended January 1 1994.

Sales in the year fell by 10 per cent to £73.5m, largely reflecting an average of 73 fewer branches than last time. However, on a like-for-like basis sales growth was 5.7 per cent, which Mr Denis Cassidy, chairman, said "represents a promising step forward."

Mr Cassidy said this year had started well with sales in the first 10 weeks ahead of last year on a like for like basis and

in line with expectations.

At the trading level, the profit was £1.12m (£11.26m loss) before a £49,000 surplus (£7.53m loss) on disposal of properties. There was also a £277,000 charge this time for closure costs, which mainly comprised a £261,000 goodwill write-off on the Brick Studio business.

Net interest was halved to £1.05m, helped by falling interest rates, a £2.55m increase in cash and a £2.7m fall in bank borrowings. Gearing was reduced to 58 per cent (73.1 per cent).

Earnings per share were 1.49p (£2.08p losses). Again no dividend has been declared - none has been paid since 1991.

Mr Cassidy said major improvements in children's footwear ranges had produced impressive gains in 1993. "We intend to push home this advantage in 1994," he added.

Templeton raising up to £140m

By Gillian O'Connor, Personal Finance Editor

A conversion issue by Templeton Emerging Markets Investment Trust is to raise up to £140m in a placing and offer of up to 140m C shares. Conversion will take place once the assets relating to the C shares are 80 per cent invested or on September 16 1994, whichever is the earlier.

The institutional placing, through Smith New Court, will account for 105m of the new shares, and the remaining 35m will be available to existing investors and the public. Templeton, with total assets of about £391m is already the largest

of the 8 emerging markets investment trusts.

The new shares will be offered with warrants attached on a 1-for-5 basis. The warrants, which are exercisable at 38p annually from 1995 to 2004, will also be given to existing shareholders.

As at March 11 1994 the trust's diluted net asset value was 36p.3p per share.

Last applications under the public offer are due on Thursday April 14.

Emerging markets funds were popular with investors last year, and Mr Mark Mobius, Templeton's investment manager, is regarded as one of the experts in the area. However, the shares of all emerging markets trusts have come off the top recently.

Sanderson Bramall lifted by acquisitions to £3.8m

Boostered by acquisitions, profits of the Sanderson Bramall Motor Group advanced from £1.41m to £3.77m pre-tax in 1993.

Turnover surged from £106.83m to £223.06m. The Skipper companies, acquired last July and partly financed by a £17m rights issue, contributed £94m to turnover and £14.1m to profits.

In all, acquisitions added £105m to turnover and £2.12m

to profits. Earnings worked through at 10.09p (5.04p) and a proposed final dividend of 1.74p lifts the total by 20 per cent to 2.49p.

In October, the group completed the purchase of 28 per cent of Flightform, the UK franchise holder for Thrifty Vehicle Rental, the US rental company. Earlier this month contracts were exchanged to purchase motor group Petro-gate.

See People

Telecom Markets is the essential source of regular information about the global telecommunications industry. It provides both hard-to-obtain news and specialist analysis for the professional 23 times each year, and is available only on subscription from the Financial Times.

INTERNATIONAL COVERAGE
TM is designed so that information is readily accessible and quickly absorbed, providing the latest on:

- Global deregulation
- Company analysis
- Opportunities in new markets
- Licensing agreements
- Product developments
- Finance news

Take a clear view of the fast-moving world of international telecommunications with:

Telecom Markets

To receive a sample copy of this valuable newsletter, please send or fax this advertisement, with your name and business address to: Telecom Markets enquiries, PO Box 2651, London SW12 6PP, Fax: +44 (0) 181 673 1336. Alternatively you may telephone our enquiry line on Tel: +44 (0) 181 673 6886, stating your interest in Telecom Markets.

Notice of a Downward Revision in the Subscription Price of the Warrants (the "Warrants") of

TAISEI PREFAB CONSTRUCTION CO., LTD.

(the "Company")

Issued in conjunction with U.S.\$100,000,000 3 per cent. Guaranteed Notes 1996 guaranteed by The Fuji Bank, Limited

Notice is hereby given that on 11th March, 1994, the average closing price per share of common stock of the Company, for the five consecutive trading days up to and including that date, multiplied by 1.025 and rounded upward to the nearest one yen, was less than the Subscription Price in effect on such day by not less than one yen, and that therefore, in accordance with Condition 2(A) of the Terms and Conditions of the Warrants (Downward Revision), the Subscription Price of the Warrants is to be adjusted as follows:

1. Subscription Price before adjustment:	Yen 1,984.30
2. Subscription Price after adjustment:	Yen 1,588.00
3. Effective date of the adjustment:	28th March, 1994 (Japan time)

The Fuji Bank and Trust Company as disbursing agent for and on behalf of Taisei Prefab Construction Co., Ltd.

18th March, 1994

Daewoo Heavy Industries Ltd.

US\$ 40,000,000
3 per cent. Convertible Bonds 2001

NOTICE OF DIVIDENDS IN SHARES AND CONVERSION PRICE ADJUSTMENT

Notice is hereby given to the holders of 3 per cent. Convertible Bonds 2001 of Daewoo Heavy Industries Ltd. that at a Meeting of the Board of Directors held on 14th December, 1993 the Company resolved to declare Dividends in Shares to the Shareholders registered as of 17:00 hours on 31st December, 1993 in proportion of 0.02 Shares per one Share and the payment of Dividends in Shares was approved by the Shareholders at the General Meeting of Shareholders held on 28th February, 1994, and as a result of Dividends in Shares the Conversion price was decreased from Korean Won 6,110 to Korean Won 6,990 per share effective retroactively 1st January, 1994.

Daewoo Heavy Industries Ltd.

CREDIT LYONNAIS

USD 500,000,000 - FRN DUE 1996

Bondholders are hereby informed that the rate for the coupon N° 5 has been fixed at 4%, for a period starting on 13/06/1994, inclusive, (representing a period of 92 days).

The coupon N° 5 will be payable on 14/06/1994 at the price of USD 102.22 for the USD 100.00 Notes, and USD 1,022.22 for the USD 100,000 Notes.

The Principal Paying Agent

CREDIT LYONNAIS

To the Shareholders of

SVENSKA SELECTION FUND

You are hereby convened to attend the

ORDINARY GENERAL MEETING

of Svenska Selection Fund, which is going to be held on April 1st, 1994 at 14.45 p.m. at the Head Office, 148, bd de la Pétrusse L-2330 Luxembourg with the following

AGENDA

1. Reports of the Board of Directors and the Auditors.
2. Report of the Independent Auditor about the financial situation of this corporation.
3. Approval of the Balance Sheet and the Profit and Loss statement as at December 31st 1993.
4. Discharge to the Directors and to the statutory Auditor.
5. Statutory elections.
6. Miscellaneous.

Yours faithfully
The Board of Directors

To the Shareholders of

SVENSKA HANDELSBANKEN BOND FUND

You are hereby convened to attend the

ORDINARY GENERAL MEETING

of Svenska Handelsbanken Bond Fund, which is going to be held on April 1st, 1994 at 14.30 p.m. at the Head Office, 148, bd de la Pétrusse L-2330 Luxembourg with the following

AGENDA

1. Reports of the Board of Directors and the Auditors.
2. Report of the Independent Auditor about the financial situation of this corporation.
3. Approval of the Balance Sheet and the Profit and Loss statement as at December 31st 1993.
4. Discharge to the Directors and to the statutory Auditor.
5. Statutory elections.
6. Miscellaneous.

Yours faithfully
The Board of Directors

Survey points to an increase in takeover and merger activity over the next 12 months

Eyes focus on the construction industry

By Andrew Taylor,
Construction Correspondent

More than a fifth of contractors and building material companies expect to be involved in acquisitions, mergers or joint ventures during the next 12 months, according to an industry survey published today in *New Builder* magazine.

The survey asked managing directors and chief executives of 180 companies about their intentions on staffing, merger activity and financing over the next year. It included most of the 20 largest contractors and building mate-

rial suppliers in the UK. Twenty nine per cent of contractors, 20 per cent of building material companies and 27 per cent of housebuilders expected to be involved in mergers, joint ventures or acquisitions.

Takeover activity is expected to rise sharply as the industry moves out of recession and companies move to widen skills, increase their market share and reduce capacity in the sector by purchasing financially weaker rivals.

Travis Perkins, the builders' merchant, yesterday announced the purchase for £41.5m of the building mer-

chants' interests of AAB - increasing by more than a quarter the number of outlets it operates from.

Taylor Woodrow, the large construction and property group, last month paid £30.8m to buy Heron's housebuilding operations. Chief executives of Wimpey, the contractor and housebuilder, Rugby, the cement group, and Marley, the building materials company, announcing annual results this week, signalled that they are also prepared to make acquisitions - taking advantage of improved balance sheets and better trading conditions in the UK and US.

Housebuilders such as Beazer, Persimmon, Redrow and Wainhomes - currently involved in share issues likely to total more than £700m - have also not ruled out acquisitions as a means of increasing their land holdings. Rationalisation of the brick industry is long overdue with companies like Istock Johnson, which has struggled during the recession, a potential candidate for takeover or merger.

Builders' merchants are expected to be particularly aggressive following the £210m float announced recently by Graham Group, currently part of BTR, the industrial conglomerate.

Lower debt provisions help Birmingham Midshires

By Alison Smith

Birmingham Midshires Building Society announced a two-thirds rise in 1993 pre-tax profits to £39.7m, compared with £23.9m, helped by a fall in provisions for bad and doubtful debts.

The society, the UK's 13th largest, cut its provisions from £37m to £22.3m. Mr Mike Jackson, chief executive, said that the society had acted earlier than some others in making provision and in taking aggressive action to deal with arrears. He expected provisions to fall at a similar pace in 1994. Assets rose over the 12 months by 13 per cent to more

than £4bn for the first time with £4.3bn, against £3.8bn, after a series of mortgage book acquisitions during the year.

The society's cost to income ratio remained above the sector average, though it fell from 53 per cent to 49.4 per cent last year. Mr Jackson said he expected the ratio to continue to fall, though at a slower rate because of the investments the society was undertaking.

Birmingham Midshires is spending some £20m in a new building, and is also investing in changing its core computer systems.

Mr Jackson said that the society was "in growth mode" and set as its priority the

development of new products for its customers such as current accounts and offshore operations.

The society has stepped back from some of the activities into which it diversified a few years ago. It has sold its commercial insurance broker, stopped offering to process mortgages for third parties, and has a reduced estate agency business of the 71 it had in 1990.

Birmingham Midshires attracted net retail funds of £251m in 1993, in which its postal accounts were an important element. Wholesale funding was 21.7 per cent of total shares and deposits.

Travis expands as profits double to £20.5m

Travis Perkins is paying £41.5m to acquire the builders' merchants division of AAB, the pharmaceuticals and distribution company, writes Andrew Taylor.

Mr Tony Travis, chairman, said the purchase would put the company - the UK's fifth largest builders' merchant - on a par with Harcos and Jewsons, the second and third biggest builders' merchants behind market leader Wolseley.

The group also announced more than doubled pre-tax profits of £20.5m (£10m) for 1993 on a turnover 14.6 per cent ahead at £347.7m. Earnings jumped to 13p (6.7p) and a

maintained final dividend of 5.5p makes an 8p (same) total. Travis Perkins, which operates mainly in southern England and the south Midlands, currently owns 156 branches. It will be acquiring a further 46 outlets, many of which are in northern England and also in Scotland.

Wolseley, the world's biggest supplier of heating and plumbing equipment, operates from more than 600 branches. Rival bidders for the AAB business are thought to have included Wolseley, Meyer, CRH and Erith.

Mr Travis said the merchants had benefited from cost cutting in previous years as

volume sales increased by about 11 per cent last year, of which only 3.4 per cent was due to previous acquisitions. Prices had also risen by about 3.4 per cent.

This had enabled the merchants to increase net margins from 3.2 per cent to 5.7 per cent. Travis Perkins sells a broader mix of products than AAB, which concentrates on lower margin heavy-duty goods such as bricks and blocks.

The builders' merchants business of AAB by comparison generated net margins of about 3 per cent on sales of £78.3m and pre-tax profits of £2.1m in the year March 31 1993. Profits are thought to

have increased to about £2.4m in the current year on similar sales.

The purchase price could be adjusted by up to £3m depending on an audited value of net assets.

AAB, which is also negotiating the sale of its Yorkshire Brick subsidiary, said the purchase price represented an exit price of 29.4 on 1993 profits. It said the sale would increase AAB earnings for the year to March 31 1994 above market expectations.

Following the purchase Travis will be left with borrowings of about £23m compared with cash of £11.7m at the end of last year.

COMMENT

The purchase price is not cheap even on an exit price of 24 on 1993-94 profits. Nonetheless, there is plenty of potential for margin recovery and cost savings and the management should be supported. The acquisition not only gives critical mass in terms of purchasing power but also improves the regional spread of the business - only five outlets out of 200 are likely to close because of overlap. Profits could reach £27m-£28m this year rising to £36m-£38m in 1995. Worth having in your portfolio in a sector which looks becoming increasingly aggressive.

Jupiter Tyndall advances 65%

By Nigel Clark

A substantial increase in the profits of the fund management division were behind the 65 per cent increase in 1993 pre-tax at Jupiter Tyndall Group.

Mr John Duffield, chairman, said that there had been a good start to the present year, with a further substantial rise in the fund management activities.

The shares rose by 18p to 279p. On turnover up 33 per cent to £19.3m (£14.5m), profits were £9.4m (£5.7m). Earnings per share were 22.1p (13.6p) and an increased final divi-

dend of 7p is proposed for a total of 11p (7.5p). An enhanced scrip issue alternative is also planned at a level 50 per cent higher than the cash payment.

Fund management profits advanced 68 per cent to £5.68m with rises from pension funds, investment trusts, offshore funds and the company's Hong Kong office. The banking side fell slightly to £3.18m.

As a result of the growth in fund management the split between Jupiter's two activities had changed from 53 per cent for fund management to 47 per cent for banking in 1992 to 68:32 over 1993.

NEWS DIGEST

Edmond hit by higher provision

An increased provision of £1.65m against land holdings left Edmond Holdings, the Northampton-based housebuilder, with higher pre-tax losses of £1.89m for the 1993 year on turnover lower at £11m.

The comparative figures showed land provisions of £320,000 and pre-tax losses of £1.15m on turnover of £12.6m. Mr Andrew Nash, chairman, said the second half had seen an improvement for the first time in five years, resulting in a profit for the period of £61,000 before provisions and tax. The company said that in view of the better trading and its underlying strength it was proposing to maintain the final dividend at 0.15p for a total of 0.3p (0.5p). Losses per share were 3.1p (1.5p).

Ernest Green falls to £207,000

Profits of Ernest Green and Partners Holdings, the USM-traded structural, civil and environment engineering consultancy, declined from £202,000 to £207,000 pre-tax for the half year ended December 31.

Turnover was virtually static at £3.68m (£3.64m). The share of profits of the associate rose to £119,000 (£83,000), while interest receivable slipped to £68,000 (£135,000). Earnings fell 1p to 1.8p, but the interim dividend is being maintained at 2.75p.

Directors said the order book was improving and the group remained financially strong.

Rosehys rises 20% to £2.81m

Rosehys, the curtain and linen stores group, returned pre-tax profits of £2.81m for 1993, an

improvement of 20 per cent over the previous year's £2.34m.

The advance, which included £220,000 from lease disposals, was achieved against a background of "patchy" trading conditions was scored from a turnover 6.6 per cent ahead at 48.83m.

Earnings emerged at 9.6p (8p) and a final dividend of 3.25p makes a 4.85p (3.9p) total. Rosehys was floated by Cattle's in 1992 to raise additional capital.

Cortec reduces interim losses

Cortec International, the pharmaceuticals company which has announced plans to raise £15m through a London flotation, yesterday reported slightly reduced interim losses.

Net losses were cut from A\$4.32m to A\$4.24m (£2.08m) in the six months to December 31, on sales of A\$6.4m (A\$6.14m). Losses per share were unchanged at 5.6 cents.

The company, incorporated in Australia, but with research, development, manufacturing and sales in the UK, already has an Australian listing.

Recovery continues at S Daniels

S Daniels, supplier to food manufacturing and baking industries, continued its recovery in 1993 with profits of £83,000 pre-tax compared with losses of £84,000.

Mr Paul Daniels, chairman, said although the profit was modest and "far from our future aspirations" the year saw a big investment in people and projects designed to improve future results.

Sales rose 14 per cent to £36.7m (£32.3m). Earnings per share were 0.6p (0.5p) losses). The proposed single final dividend is 0.3p (0.25p).

The balance sheet remained unimpaired for most of the year and showed net bank balances and cash at a seasonal peak of £1.1m at the year end.

CONTEMPORARY CLASSICS FROM THE FINANCIAL TIMES

If you believe that the very best business accessories should be functional, affordable and noticeable, the FT range of leather executive gifts is sure to be of interest to you.

A Quality Proposition

Every item in the FT range of business accessories is crafted from superb quality black leather, each with distinctive edge stitching and gilt corners. All are fully lined in hard wearing FT monogrammed pink moiré silk and as you would expect every item in the FT range of business accessories is fully guaranteed.

You can personalise any of the business accessories by having names or initials gold blocked onto the front cover. It is that extra touch of elegance that turns a special business accessory into a uniquely personal one.

The FT Disc Wallets

If you carry computer discs around or just want a smart and practical way of storing discs, you will find either of these two disc wallets invaluable.

Choose from either the 6 disc or 10 disc wallet. Both are made from black leather with protective gilt corner guards.

Inside, each disc is held in individual tough translucent plastic pockets.



Size: 115mm x 110mm x 30mm.
Size: 230mm x 130mm x 25mm.

code: DWS (6disc)
code: DWL (10disc)

The FT Jotter Calculator Wallet

This is such a handy little item you will wonder why you have not used one before.

A small black leather wallet which contains a detachable solar powered calculator on one side and an FT pink jotter pad on the other. Included is a matching black and gilt ballpoint pen. Now you can note and jot down calculations wherever you are. Includes two inside pockets for your notes.

Size: 82mm x 110mm x 5mm.

code: JC

The FT Conference Folder



Crafted from one piece of leather and lined with FT pink moiré silk, the FT lockable conference folder contains a brass ring binder for holding your papers securely. A4 note pad and a small jotter pad. There are loops for pens and different sized pockets for papers and business cards so everything is kept neatly together. Supplied with a key. Refills for the A4 note pad and jotter are readily available.

Size: 320mm x 254mm x 32mm.

code: CFL

The FT Billfold Wallet

This very practical wallet is made from supple soft black leather and fits easily into a jacket or hip pocket. Inside, there are two full length pockets to hold bank notes and a secure pocket for loose change or keys. It is also the perfect size for business cards. There are spaces for 5 credit cards and a see-through pocket for an ID photo card.

Size: 110mm x 95mm x 11mm.

code: BFW

The FT Travel Organiser

An efficient, effort saving companion that finally solves those irritating problems we all experience from time to time. When passport and boarding card have separated and sterling is mixed with deutchmarks. When that important receipt is nowhere to be found and all your coins from all your travels have decided to meet together, what do you do?

The FT Travel Organiser is the solution. It keeps all your travel documents safely and efficiently close to hand. Made from rich black leather it has pockets for your passport and boarding card and a detachable section for your traveller's cheques. There are pockets for your currency and even detachable zippered pockets for your loose change plus further pockets for receipts and notes. No gilt corner guards on this item.

Size: 232mm x 127mm x 19mm.

code: TOL

The FT Document Case

Slim, lightweight, very elegant and practical, this document case is easier to take around on your travels than a briefcase. It has gusseted sides and holds A4 size documents. It is lockable and is supplied with a key. If you travel with an over-loaded briefcase this is a great way of keeping things in order - simply separate the items you need for your next meeting, put them in the document case and you are ready to go!

Size: 335mm x 240mm x 5mm.

code: DCL

The FT Business Card Holder

This is a super black leather desk accessory that you can leave back at the office when you are travelling but one you will want to use the moment you return. An executive's business card holder with a capacity to hold up to sixty cards, in see-through plastic pockets.

Size: 135mm x 213mm x 10mm.

code: BCH

The FT Jotter Wallet

An exceptionally slim black leather wallet which holds a loose-leaf jotter pad. It slips easily into a pocket and is ideal for jotting down notes when you are out and about.

Behind the jotter pad is a full-length pocket which is just the right size for banknotes, tickets and receipts. Refills for the FT-pink jotter pad are readily available.

Size: 173mm x 95mm.

code: J

Do You Buy Business Gifts For Clients and Colleagues?

If you or your Company give business gifts why not choose from the FT Collection. Valuable discounts are available when you order 25 items or more. Please contact Lyn Bale on 0483 576144.

The FT Collection Range

What we've shown here is a small sample of the FT Collection range. So why not send for a full colour catalogue by completing the coupon below or telephoning Kate Thompson on 0483 576144.

PRODUCT		CODE	UK & OVERSEAS (inc. VAT & post)	EC (inc. VAT & post)	QTY	SUB TOTAL
6 Disc Wallet	DWS	£23.50	£24.24			
10 Disc Wallet	DWL	£29.95	£30.69			
Jotter/Calculator Wallet	JC	£19.95	£20.69			
Conference Folder	CFL	£17.75	£18.49			
Billfold Wallet	BFW	£15.00	£15.74			
Travel Organiser	TOL	£24.75	£25.49			
Document Case	DCL	£48.00	£49.74			
Business Card Holder	BCH	£11.00	£11.74			
Jotter Wallet	J	£12.00	£12.74			
PERSONALISATION						
Initials (Max 4)	I	£2.50	£2.50			
Names (Max 20 characters)	N	£4.00	£4.00			
PERSONALISATION						
Please give precise details separately.						
If you are ordering from an EC country other than the UK and are registered for VAT, please quote your VAT number and pay the net price						
HOW TO ORDER:						
By Phone. If paying by credit card, please order on the credit card order line: 0209 612830						
By Mail. If paying by credit card you can also FAX the order form to: 0209 612830						
By Mail. Return the order form with your payment to the above address. Payment must accompany your order and cheques must be drawn in Pounds Sterling on a UK Bank account, made payable to FT Business Information.						
Tick method of payment: <input type="checkbox"/> Cheque <input type="checkbox"/> Money Order <input type="checkbox"/> Access/Mastercard <input type="checkbox"/> Visa <input type="checkbox"/> Amex						
Card Number: <input type="text"/>						
Card Holder's Name (Please Print): <input type="text"/>						
Card Holder's Address (If different from above): <input type="text"/>						
Signature: <input type="text"/>						

The information you provide will be held by us and may be used to keep you informed of other FT products and by other selected business companies for marketing purposes.

ShangYang Oil Refining Company Limited
US \$250,000,000 3.75 per cent. Convertible Bonds due 2008
NOTICE IS HEREBY GIVEN to the Bondholders that, upon approval by the general meeting of shareholders to be held on March 28, 1994 of a dividend to share to the shareholders, the dividend of \$1.00 per share will be paid on March 28, 1994 with retrospective effect from January 1, 1994, pursuant to the provisions of the Trust Deed constituting the Bonds.

Principal Paying and Conveyance Agent
Banque Paribas Luxembourg
New sources for commercial properties: up to 90% loan to valuation; most competitive and flexible terms. Minimum £200,000. Contact: Richard von Götzen, Michael Laurie Partnership Ltd (Member of the SFA)
Tel: 071 493 7050 Fax: 071 499 6279

LEGAL NOTICE

In the High Court of Justice
No. 601419 of 1993
Chancery Division

IN THE MATTER OF
PRIMERO ENERGY LIMITED

and
THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that a Petition was presented to His Majesty's High Court of Justice, Chancery Division on 1st March 1994 for the confirmation of the reduction of the share capital of the above named Company from £10,000,000 and US \$200,000,000 to £1,500,000 and US \$300,000,000. AND

NOTICE is further given that the said Petition is directed to be heard before Mr. Registrar Buckley at the Royal Courts of Justice, Strand, London WC2A 2LL, on Wednesday the 30th day of March 1994. Any Creditors or Shareholders of the said Company desiring to oppose the making of an order for the confirmation of the said reduction of share capital should appear at the time of the hearing and be heard by the Court for that purpose. A copy of the said Petition will be furnished to any person requiring the same by the undersigned Solicitors on payment of the Regulated Charge for the same.

Dated 18th day of March 1994
CLIFFORD CHANCE
200 Abchurch Lane
London EC4A 3DF
Solicitors to the Company

COMPANY NOTICE

At a meeting of the Board of Directors held today, a quarterly dividend of eight cents (8c) Canadian per share on the outstanding Ordinary Shares was declared, payable on April 28, 1994, to holders of record at the close of business on March 25, 1994.

By Order of the Board
D. J. Deegan
Vice-President and Secretary
Calgary, Alta., March 14, 1994

ADVERTISE YOUR LEGAL NOTICES

Please contact
Tina McGowan
on 071 873 4842
Fax: 071 873 3064

COMMODITIES AND AGRICULTURE

Close vote expected on Nymex/Comex merger

By Laurie Morse
in Boca Raton

Members of the New York Mercantile Exchange and the big New York metals market, Comex, will vote 25 April on a proposal to merge the two futures exchanges, pending final approval of the merger prospectus by both exchange boards of directors next Monday.

The merger, which has been

under discussion for a year, would make the Comex a subsidiary of the Nymex and give members of each exchange some overlapping trading rights.

Nymex has offered \$50m for the smaller exchange, and has projected about \$8m of cost savings each year as a result of combining the two administrations. The two exchanges already share trading space in New York's World Trade Cen-

ter. Both are seeking to expand elsewhere in New York.

The plan to merge the two exchanges has been controversial from the start, and a Nymex official this week gave it only a 60-40 chance of gaining membership approval. Mr Daniel Rappaport, Nymex chairman, noted that for the initiative to pass at the Comex, it must earn the approval of two-thirds of the membership, adding: "We all know that get-

ting a two-thirds affirmative vote on anything at the exchanges is nearly unheard of."

At the Nymex the proposal needs 50 per cent of the vote to pass. A law suit filed last month by a group of options traders at the Comex will complicate the transaction, Mr Rappaport said. The options traders, who have minority membership rights at the metals exchange,

are suing to share in the \$50m distribution should the merger be approved.

"The suit introduces a level of uncertainty about how much each Comex member would receive in the event of a merger," he said. "This potentially could tip the scale" against the plan. He said that while the Nymex is named in the suit, it is the Comex that must resolve the options traders' complaint.

Ukraine's pits of despair

Coal mining subsidies are helping to drive the economy further into the red, writes Jill Barshay

Ukraine's mighty and mythicised coal industry has sunk into utter decay and despair, bringing down the two-year old nation's economy with it.

The country has been pouring money into the Donbas coal mining region to save it - but that has only made matters worse. Ukraine's hyperinflation, 90 per cent in December, is largely caused by the massive subsidies needed to keep 262 coal mines operating and 1.2m coal workers employed (5 per cent of the labour force).

Employment in Ukraine's coal industry is no bed of roses, however. Four or five miners die for every 100 tonnes of coal produced, making it the most deadly in the world. And it pays the lowest mining wages in Europe - so low that many cross the border illegally to work in Russian mines at cut-price rates. But cheap labour does not mean that the industry offers good value for money to the nation as a whole - the Ukrainian miner produces only 5 per cent of the coal his European or North American counterpart does.

There is also an environmental cost, which extends beyond Ukraine's borders. The country's coal industry contributes 8 per cent (2.5m tonnes) of the worldwide emission of methane, a greenhouse gas associated with global warming.

At the time of independence in 1991 Ukrainians had banked on the rich coal reserves of the Don River basin to offset lost Russian energy imports and earn precious dollars abroad. Coal was to be a key asset of the Ukrainian state, rather than the drain on resources it is today.

The Kiev government spends billions of its currency, the karbovanets (hundreds of millions of US dollars) propping up loss-making coal mines. Last year the coal industry could only cover 20 per cent of its costs and the government had to make up the rest. This

year subsidies have been reduced to 40 per cent, but still amount to \$50m a month. Some coal pits are extremely profitable and could be sold without state subsidies.

But the government channels the proceeds from the profitable mines to the unprofitable. At present the state takes 95 per cent of production at fixed prices, through the Soviet-style state order system, to satisfy about a quarter of Ukraine's energy needs. Only 5 per cent of production is left with the mines to sell at unregulated prices.

This arrangement leaves the successful mines with no money for technological improvements and investment. Everyone, from the Soviet factory boss, Deputy Prime Minister Valentin Landyk, to the coal strike committee chairman, agrees that the inefficient mines need to be closed down. Even Zhurav, a 27-year-old miner at the Gorky pit in Donetsk, is under no illusions. "This pit should have been shut down years ago," he says. "They only keep it running so that we're employed. They're afraid of us."

The Gorky mine, nearly exhausted, is almost 1km below the ground. Extracting the coal from its thin layers is such a laborious process that its 600 miners only get 1,600 tonnes a day. (In Europe, where mining is fully mechanised, 600 workers take out over 60,000 tonnes of coal a day on average.) Many of the mines are negative value adders, meaning the below ground resources are worth more untouched than the value of the coal mined. "It would be cheaper to close down the mines, just pay workers their salaries and import coal from abroad," suggests one western official.

As in Europe and North America, closing down loss-making mines without mass unemployment is a daunting challenge for Ukraine's leaders. There is no political will to take action as no one wants to

take responsibility for unemployment and the potential social unrest.

About 90 per cent of the coal industry is based in the densely-populated Donbas region of eastern Ukraine, where there is virtually no labour mobility. Kiev fears that sudden unemployment could cause a "social explosion", especially among a highly Russified population that is disenchanted with Ukrainian independence.

The government is also reluctant to challenge the powerful eastern coal mining lobby, which exploits the east-west tensions in the country. Ending coal subsidies could be portrayed as an anti-eastern move, fueling the popular perception in the east that Kiev is controlled by western-nationalist interests.

To close the pits without social unrest would require a long-term retraining programme and development of new industries to hire workers. But Ukraine has no money for an ambitious, co-ordinated restructuring programme.

Meanwhile, the pits are in ruins. Wooden supports from Russia are rotting out - one of the chief causes of frequent pit collapses - as Ukraine cannot afford to import new ones. There has been no significant investment in the coal industry for over 10 years. Much mining is still done by hand.

One innovative, but long-term, solution for Donbas is to harness its methane, the natural gas that is now causing underground explosions and environmental destruction. There are 25.4 trillion cubic metres of methane in the Don Basin, enough to satisfy even Ukraine's inefficient energy consumption for over 250 years.

Though uneconomic at the moment, technological investment could make coal-bed methane extraction an energy production alternative in the future, while reducing Ukraine's 80 per cent reliance on natural gas imports from Russia and Turkmenistan.

ANC takes the heat out of mining policy debate

Chest-thumping has given place to level-headed discussions, writes Matthew Curtin

After an inauspicious start in January, the African National Congress and the South African mining industry have stopped chest-thumping and begun what seem to be level-headed discussions about the country's future mining and minerals policy.

The ANC wants the establishment of a new forum to include government, labour and a wider representation of the industry than the Chamber of Mines - made up of the leading mining houses but not foreign companies like RTZ and Shell. Joint technical committees are already tackling issues

such as mineral rights, the environment and safety, while the ANC has instructed its newly-established Minerals and Energy Policy Centre to draw up a small-mining policy.

These developments stand in stark contrast to the stormy briefing in late January when the ANC presented its draft policy to the industry. Mining executives vented their spleen at what they understood to be plans for the nationalisation of mineral rights and state intervention in minerals marketing.

In reality, the ANC talks only of the "reversion" of mineral rights to the state and the creation of a state minerals

marketing authority, although Mr Paul Jourdan, co-ordinator of mineral and energy policy, has done much to clarify its position after the furore. The latest draft stresses the importance of consultation with industry and omits wild estimates of extra revenue that might be raised by the "national marketing" of minerals.

Mr Jourdan stresses that the ANC intends only to bring the country's mineral rights regime in line with public ownership that exists in some US states, Canada and Australia, and that has to be negotiated. Confusion about minerals marketing stemmed from a proposal for a state marketing corporation put forward by the Macro-Economic Research Group, a left-wing ANC-aligned think-tank, which never made it to draft policy, while the ANC was unaware that the South African Reserve Bank already monitored mineral exports daily.

Mr Nick Segal, economics spokesman for the chamber, says the two parties can now focus on the central issue: "The maintenance of a healthy mining industry which includes more players than in the past." The chamber emphasises how precarious the mining business can be with employment on gold and coal mines having declined from more than 600,000 to 390,000 between 1989 and 1993, and the sector's contribution to gross

domestic product shrank from more than 15 per cent in 1986 to less than 10 per cent in 1992.

The mines have worked hard to stay in business, investing \$500m (US\$14bn) in new projects in the past decade, improving productivity, and building a more constructive relationship with labour. The chamber says a sound future will depend on a stable economic and fiscal environment aimed at supporting existing mines and encouraging new investment.

In general, the ANC finds little fault with the chamber's analysis and has come to appreciate that the country's huge mineral wealth is a mixed blessing in some ways. The rigours of the global mining business, such as that disciplined exploitation of the lion's share of world chrome, platinum, and vanadium reserves that South Africa has would see commodity prices tumble and bring the industry to its knees.

However, a sense of injustice pervades ANC thinking on an industry that it sees as dominated for too long by a small clique of white-owned corporations. If mining, which still contributes nearly three quarters of foreign exchange earnings, is to provide the backbone of reconstruction and development, which Mr Jourdan believes it can, the industry will need new sticks and carrots to take up the chal-

MARKET REPORT

Aluminium hits fresh highs

ALUMINIUM prices finished close to 19-month highs at the London Metal Exchange. Dealers said the market took advantage of a constructive technical picture and recent strength in copper to break through resistance at \$1,330 a tonne for three months delivery.

COPPER initially extended this week's upward move and the three months price traded up to an 8½-month high of \$1,981 a tonne before running into heavy overhead sales. By the close it was showing a loss of \$5 on the day at \$1,962.

London Commodity Exchange COFFEE futures

closed with strong gains after opening at the highest levels since the dollar contract started three years ago. The May position opened \$18 higher at \$1,330 and quickly put on another \$10 as the market sucked in a further surge of investment fund and trade buying.

Some traders said positive chart patterns heralded further gains, initially targeting \$1,400 a tonne and some even talking of \$1,500.

COCOA had a quiet day, ending mostly lower despite a firm start.

Compiled from Reuters

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Associated Metal Trading)

ALUMINIUM, 99.7 PURITY (5 per tonne)

Cash 3 mths

Close 1314.6 1339.8

Previous 1291.2 1314.5-15.0

High/Low 1343.0-1284.0 1295.9-1284.9

AM Official 1313.5-5 1335.5-5

Kerb close 1338.9

Open int 264,773

Total daily turnover 15,423

ALUMINIUM ALLOY (5 per tonne)

Close 1276.90 1289.93

Previous 1268.5 1285.9

High/Low 1290.9-1259.9 1290.9-1259.9

AM Official 1269.70 1275.7

Kerb close 1269.90

Open int 4,454

Total daily turnover 631

LEAD (5 per tonne)

Close 482.3 479.7

Previous 458.9 472.3

High/Low 485.0-471.0 485.0-471.0

AM Official 480.5-0.0 483.5-5

Kerb close 474.8

Open int 34,500

Total daily turnover 5,042

NICKEL (5 per tonne)

Close 5710.20 5770.60

Previous 5556.65 5620.30

High/Low 5830.00-5700.00 5830.00-5700.00

AM Official 5699.70 5764.6

Kerb close 5775.60

Open int 40,261

Total daily turnover 14,238

ZINC (5 per tonne)

Close 5619.20 5666.70

Previous 5430.40 5590.1

High/Low 5690.00-5550.0 5690.00-5550.0

AM Official 5600.5 5550.5

Kerb close 5550.5

Open int 19,565

Total daily turnover 4,635

ZINC, special high grade (5 per tonne)

Close 943.4 962.3

Previous 931.2 950.1

High/Low 968.00-941.0 968.00-941.0

AM Official 948.5-0.5 968.5-0.5

Kerb close 964.9

Open int 106,309

Total daily turnover 1,964.9

COPPER, grade A (5 per tonne)

Close 1956.7 1956.7

Previous 1943.5 1956.7

High/Low 1960.00-1956.00 1960.00-1956.00

AM Official 1959.5-0.0 1959.5-0.0

Kerb close 1952.3

Open int 22,308

Total daily turnover 1,487.3

LME Closing US rate: N/A

Spot 1945.3 mth 1959.6 6 mth 1960.0 9 mth 1960.4

HIGH GRADE COPPER (COMEX)

Close 92.00 91.80

Previous 91.50 91.50

High/Low 91.50-91.50 91.50-91.50

AM Official 91.50 91.50

Kerb close 91.50

Open int 1,133

Total 86,098 11,738

PRECIOUS METALS

LONDON BULLION MARKET

(Prices supplied by N M Rothschild)

Gold (Troy oz.) 5 price

Close 383.00-383.00

Previous 383.00-384.00

High/Low 383.00-384.00 383.00-384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

Silver (Troy oz.) 5 price

Close 383.00 384.00

Previous 383.00 384.00

High/Low 383.00 384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

Platinum (Troy oz.) 5 price

Close 384.00 384.00

Previous 384.00 384.00

High/Low 384.00 384.00

AM Official 384.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

Palladium (Troy oz.) 5 price

Close 384.00 384.00

Previous 384.00 384.00

High/Low 384.00 384.00

AM Official 384.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

Precious Metals continued

GOLD COMEX (100 Troy oz; \$/Troy oz.)

Close 383.00 383.00

Previous 383.00 384.00

High/Low 383.00 384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

PLATINUM NYMEX (50 Troy oz; \$/Troy oz.)

Close 383.00 383.00

Previous 383.00 384.00

High/Low 383.00 384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

PALLADIUM NYMEX (100 Troy oz; \$/Troy oz.)

Close 383.00 383.00

Previous 383.00 384.00

High/Low 383.00 384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

SILVER COMEX (100 Troy oz; \$/Troy oz.)

Close 383.00 383.00

Previous 383.00 384.00

High/Low 383.00 384.00

AM Official 383.00 384.00

Kerb close 384.00

Open int 255,479

Total 255,479

CRUDE OIL NYMEX (42,000 US gal; \$/barrel)

Close 19.50 19.50

Previous 19.50 19.50

High/Low 19.50 19.50

AM Official 19.50 19.50

Kerb close 19.50

Open int 19,565

Total 4,635

CRUDE OIL IPE (\$/barrel)

Close 19.50 19.50

Previous 19.50 19.50

High/Low 19.50 19.50

AM Official 19.50 19.50

Kerb close 19.50

Open int 19,565

Total 4,635

HEATING OIL NYMEX (42,000 US gal; \$/barrel)

Close 19.50 19.50

Previous 19.50 19.50

High/Low 19.50 19.50

AM Official 19.50 19.50

Kerb close 19.50

Open int 19,565

Total 4,635

GAS OIL IPE (\$/barrel)

Close 19.50 19.50

Previous 19.50 19.50

High/Low 19.50 19.50

AM Official 19.50 19.50

Kerb close 19.50

Open int 19,565

Total 4,635

NATURAL GAS NYMEX (10,000 cu ft; \$/cu ft)

Close 19.50 19.50

Previous 19.50 19.50

High/Low 19.50 19.50

AM Official 19.50 19.50

Kerb close 19.50

Open int 19,565

Total 4,635

GRAINS AND OIL SEEDS

WHEAT (50,000 bushels; \$/bushel)

	13.00	14.00	15.00	16.00	High	Low
2560.9	2663.1	2563.7	2567.8	2573.2	2590.4	
10	Mar 16	Mar 14	Mar 11	Yr ago		
378	33,617	34,173	41,061	33,613		
38.1	1408.9	1248.0	1872.8	1458.7		
99.4	39,574	38,169	45,620	39,438		
11.3	535.7	487.9	713.9	632.3		

مَكْنَا عَنْ الرَّحْمَنِ

FINANCIAL TIMES FRIDAY MARCH 18 1994

INVESTMENT TRUSTS - Cont.[illegible]

AUTHORISED UNIT TRUSTS

● ET Cityline Unit Trust Prices are available over the telephone. Call the ET Cityline Help Desk on (071) 873 4378 for more details.

[illegible][illegible][illegible]

[illegible]

FT MANAGED FUNDS SERVICE

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

<div><div>Equity Fund List</div><div><div>Alm Invest Fund Luxembourg SA (A)</div><div>Alm Invest Fund Luxembourg SA (B)</div><div>Alm Invest Fund Luxembourg SA (C)</div><div>Alm Invest Fund Luxembourg SA (D)</div><div>Alm Invest Fund Luxembourg SA (E)</div><div>Alm Invest Fund Luxembourg SA (F)</div><div>Alm Invest Fund Luxembourg SA (G)</div><div>Alm Invest Fund Luxembourg SA (H)</div><div>Alm Invest Fund Luxembourg SA (I)</div><div>Alm Invest Fund Luxembourg SA (J)</div><div>Alm Invest Fund Luxembourg SA (K)</div><div>Alm Invest Fund Luxembourg SA (L)</div><div>Alm Invest Fund Luxembourg SA (M)</div><div>Alm Invest Fund Luxembourg SA (N)</div><div>Alm Invest Fund Luxembourg SA (O)</div><div>Alm Invest Fund Luxembourg SA (P)</div><div>Alm Invest Fund Luxembourg SA (Q)</div><div>Alm Invest Fund Luxembourg SA (R)</div><div>Alm Invest Fund Luxembourg SA (S)</div><div>Alm Invest Fund Luxembourg SA (T)</div><div>Alm Invest Fund Luxembourg SA (U)</div><div>Alm Invest Fund Luxembourg SA (V)</div><div>Alm Invest Fund Luxembourg SA (W)</div><div>Alm Invest Fund Luxembourg SA (X)</div><div>Alm Invest Fund Luxembourg SA (Y)</div><div>Alm Invest Fund Luxembourg SA (Z)</div><div>Alm Invest Fund Luxembourg SA (AA)</div><div>Alm Invest Fund Luxembourg SA (AB)</div><div>Alm Invest Fund Luxembourg SA (AC)</div><div>Alm Invest Fund Luxembourg SA (AD)</div><div>Alm Invest Fund Luxembourg SA (AE)</div><div>Alm Invest Fund Luxembourg SA (AF)</div><div>Alm Invest Fund Luxembourg SA (AG)</div><div>Alm Invest Fund Luxembourg SA (AH)</div><div>Alm Invest Fund Luxembourg SA (AI)</div><div>Alm Invest Fund Luxembourg SA (AJ)</div><div>Alm Invest Fund Luxembourg SA (AK)</div><div>Alm Invest Fund Luxembourg SA (AL)</div><div>Alm Invest Fund Luxembourg SA (AM)</div><div>Alm Invest Fund Luxembourg SA (AN)</div><div>Alm Invest Fund Luxembourg SA (AO)</div><div>Alm Invest Fund Luxembourg SA (AP)</div><div>Alm Invest Fund Luxembourg SA (AQ)</div><div>Alm Invest Fund Luxembourg SA (AR)</div><div>Alm Invest Fund Luxembourg SA (AS)</div><div>Alm Invest Fund Luxembourg SA (AT)</div><div>Alm Invest Fund Luxembourg SA (AU)</div><div>Alm Invest Fund Luxembourg SA (AV)</div><div>Alm Invest Fund Luxembourg SA (AW)</div><div>Alm Invest Fund Luxembourg SA (AX)</div><div>Alm Invest Fund Luxembourg SA (AY)</div><div>Alm Invest Fund Luxembourg SA (AZ)</div><div>Alm Invest Fund Luxembourg SA (BA)</div><div>Alm Invest Fund Luxembourg SA (BB)</div><div>Alm Invest Fund Luxembourg SA (BC)</div><div>Alm Invest Fund Luxembourg SA (BD)</div><div>Alm Invest Fund Luxembourg SA (BE)</div><div>Alm Invest Fund Luxembourg SA (BF)</div><div>Alm Invest Fund Luxembourg SA (BG)</div><div>Alm Invest Fund Luxembourg SA (BH)</div><div>Alm Invest Fund Luxembourg SA (BI)</div><div>Alm Invest Fund Luxembourg SA (BJ)</div><div>Alm Invest Fund Luxembourg SA (BK)</div><div>Alm Invest Fund Luxembourg SA (BL)</div><div>Alm Invest Fund Luxembourg SA (BM)</div><div>Alm Invest Fund Luxembourg SA (BN)</div><div>Alm Invest Fund Luxembourg SA (BO)</div><div>Alm Invest Fund Luxembourg SA (BP)</div><div>Alm Invest Fund Luxembourg SA (BQ)</div><div>Alm Invest Fund Luxembourg SA (BR)</div><div>Alm Invest Fund Luxembourg SA (BS)</div><div>Alm Invest Fund Luxembourg SA (BT)</div><div>Alm Invest Fund Luxembourg SA (BU)</div><div>Alm Invest Fund Luxembourg SA (BV)</div><div>Alm Invest Fund Luxembourg SA (BW)</div><div>Alm Invest Fund Luxembourg SA (BX)</div><div>Alm Invest Fund Luxembourg SA (BY)</div><div>Alm Invest Fund Luxembourg SA (BZ)</div><div>Alm Invest Fund Luxembourg SA (CA)</div><div>Alm Invest Fund Luxembourg SA (CB)</div><div>Alm Invest Fund Luxembourg SA (CC)</div><div>Alm Invest Fund Luxembourg SA (CD)</div><div>Alm Invest Fund Luxembourg SA (CE)</div><div>Alm Invest Fund Luxembourg SA (CF)</div><div>Alm Invest Fund Luxembourg SA (CG)</div><div>Alm Invest Fund Luxembourg SA (CH)</div><div>Alm Invest Fund Luxembourg SA (CI)</div><div>Alm Invest Fund Luxembourg SA (CJ)</div><div>Alm Invest Fund Luxembourg SA (CK)</div><div>Alm Invest Fund Luxembourg SA (CL)</div><div>Alm Invest Fund Luxembourg SA (CM)</div><div>Alm Invest Fund Luxembourg SA (CN)</div><div>Alm Invest Fund Luxembourg SA (CO)</div><div>Alm Invest Fund Luxembourg SA (CP)</div><div>Alm Invest Fund Luxembourg SA (CQ)</div><div>Alm Invest Fund Luxembourg SA (CR)</div><div>Alm Invest Fund Luxembourg SA (CS)</div><div>Alm Invest Fund Luxembourg SA (CT)</div><div>Alm Invest Fund Luxembourg SA (CU)</div><div>Alm Invest Fund Luxembourg SA (CV)</div><div>Alm Invest Fund Luxembourg SA (CW)</div><div>Alm Invest Fund Luxembourg SA (CX)</div><div>Alm Invest Fund Luxembourg SA (CY)</div><div>Alm Invest Fund Luxembourg SA (CZ)</div><div>Alm Invest Fund Luxembourg SA (DA)</div><div>Alm Invest Fund Luxembourg SA (DB)</div><div>Alm Invest Fund Luxembourg SA (DC)</div><div>Alm Invest Fund Luxembourg SA (DD)</div><div>Alm Invest Fund Luxembourg SA (DE)</div><div>Alm Invest Fund Luxembourg SA (DF)</div><div>Alm Invest Fund Luxembourg SA (DG)</div><div>Alm Invest Fund Luxembourg SA (DH)</div><div>Alm Invest Fund Luxembourg SA (DI)</div><div>Alm Invest Fund Luxembourg SA (DJ)</div><div>Alm Invest Fund Luxembourg SA (DK)</div><div>Alm Invest Fund Luxembourg SA (DL)</div><div>Alm Invest Fund Luxembourg SA (DM)</div><div>Alm Invest Fund Luxembourg SA (DN)</div><div>Alm Invest Fund Luxembourg SA (DO)</div><div>Alm Invest Fund Luxembourg SA (DP)</div><div>Alm Invest Fund Luxembourg SA (DQ)</div><div>Alm Invest Fund Luxembourg SA (DR)</div><div>Alm Invest Fund Luxembourg SA (DS)</div><div>Alm Invest Fund Luxembourg SA (DT)</div><div>Alm Invest Fund Luxembourg SA (DU)</div><div>Alm Invest Fund Luxembourg SA (DV)</div><div>Alm Invest Fund Luxembourg SA (DW)</div><div>Alm Invest Fund Luxembourg SA (DX)</div><div>Alm Invest Fund Luxembourg SA (DY)</div><div>Alm Invest Fund Luxembourg SA (DZ)</div><div>Alm Invest Fund Luxembourg SA (EA)</div><div>Alm Invest Fund Luxembourg SA (EB)</div><div>Alm Invest Fund Luxembourg SA (EC)</div><div>Alm Invest Fund Luxembourg SA (ED)</div><div>Alm Invest Fund Luxembourg SA (EE)</div><div>Alm Invest Fund Luxembourg SA (EF)</div><div>Alm Invest Fund Luxembourg SA (EG)</div><div>Alm Invest Fund Luxembourg SA (EH)</div><div>Alm Invest Fund Luxembourg SA (EI)</div><div>Alm Invest Fund Luxembourg SA (EJ)</div><div>Alm Invest Fund Luxembourg SA (EK)</div><div>Alm Invest Fund Luxembourg SA (EL)</div><div>Alm Invest Fund Luxembourg SA (EM)</div><div>Alm Invest Fund Luxembourg SA (EN)</div><div>Alm Invest Fund Luxembourg SA (EO)</div><div>Alm Invest Fund Luxembourg SA (EP)</div><div>Alm Invest Fund Luxembourg SA (EQ)</div><div>Alm Invest Fund Luxembourg SA (ER)</div><div>Alm Invest Fund Luxembourg SA (ES)</div><div>Alm Invest Fund Luxembourg SA (ET)</div><div>Alm Invest Fund Luxembourg SA (EU)</div><div>Alm Invest Fund Luxembourg SA (EV)</div><div>Alm Invest Fund Luxembourg SA (EW)</div><div>Alm Invest Fund Luxembourg SA (EX)</div><div>Alm Invest Fund Luxembourg SA (EY)</div><div>Alm Invest Fund Luxembourg SA (EZ)</div><div>Alm Invest Fund Luxembourg SA (FA)</div><div>Alm Invest Fund Luxembourg SA (FB)</div><div>Alm Invest Fund Luxembourg SA (FC)</div><div>Alm Invest Fund Luxembourg SA (FD)</div><div>Alm Invest Fund Luxembourg SA (FE)</div><div>Alm Invest Fund Luxembourg SA (FF)</div><div>Alm Invest Fund Luxembourg SA (FG)</div><div>Alm Invest Fund Luxembourg SA (FH)</div><div>Alm Invest Fund Luxembourg SA (FI)</div><div>Alm Invest Fund Luxembourg SA (FJ)</div><div>Alm Invest Fund Luxembourg SA (FK)</div><div>Alm Invest Fund Luxembourg SA (FL)</div><div>Alm Invest Fund Luxembourg SA (FM)</div><div>Alm Invest Fund Luxembourg SA (FN)</div><div>Alm Invest Fund Luxembourg SA (FO)</div><div>Alm Invest Fund Luxembourg SA (FP)</div><div>Alm Invest Fund Luxembourg SA (FQ)</div><div>Alm Invest Fund Luxembourg SA (FR)</div><div>Alm Invest Fund Luxembourg SA (FS)</div><div>Alm Invest Fund Luxembourg SA (FT)</div><div>Alm Invest Fund Luxembourg SA (FU)</div><div>Alm Invest Fund Luxembourg SA (FV)</div><div>Alm Invest Fund Luxembourg SA (FW)</div><div>Alm Invest Fund Luxembourg SA (FX)</div><div>Alm Invest Fund Luxembourg SA (FY)</div><div>Alm Invest Fund Luxembourg SA (FZ)</div><div>Alm Invest Fund Luxembourg SA (GA)</div><div>Alm Invest Fund Luxembourg SA (GB)</div><div>Alm Invest Fund Luxembourg SA (GC)</div><div>Alm Invest Fund Luxembourg SA (GD)</div><div>Alm Invest Fund Luxembourg SA (GE)</div><div>Alm Invest Fund Luxembourg SA (GF)</div><div>Alm Invest Fund Luxembourg SA (GG)</div><div>Alm Invest Fund Luxembourg SA (GH)</div><div>Alm Invest Fund Luxembourg SA (GI)</div><div>Alm Invest Fund Luxembourg SA (GJ)</div><div>Alm Invest Fund Luxembourg SA (GK)</div><div>Alm Invest Fund Luxembourg SA (GL)</div><div>Alm Invest Fund Luxembourg SA (GM)</div><div>Alm Invest Fund Luxembourg SA (GN)</div><div>Alm Invest Fund Luxembourg SA (GO)</div><div>Alm Invest Fund Luxembourg SA (GP)</div><div>Alm Invest Fund Luxembourg SA (GQ)</div><div>Alm Invest Fund Luxembourg SA (GR)</div><div>Alm Invest Fund Luxembourg SA (GS)</div><div>Alm Invest Fund Luxembourg SA (GT)</div><div>Alm Invest Fund Luxembourg SA (GU)</div><div>Alm Invest Fund Luxembourg SA (GV)</div><div>Alm Invest Fund Luxembourg SA (GW)</div><div>Alm Invest Fund Luxembourg SA (GX)</div><div>Alm Invest Fund Luxembourg SA (GY)</div><div>Alm Invest Fund Luxembourg SA (GZ)</div><div>Alm Invest Fund Luxembourg SA (HA)</div><div>Alm Invest Fund Luxembourg SA (HB)</div><div>Alm Invest Fund Luxembourg SA (HC)</div><div>Alm Invest Fund Luxembourg SA (HD)</div><div>Alm Invest Fund Luxembourg SA (HE)</div><div>Alm Invest Fund Luxembourg SA (HF)</div><div>Alm Invest Fund Luxembourg SA (HG)</div><div>Alm Invest Fund Luxembourg SA (HH)</div><div>Alm Invest Fund Luxembourg SA (HI)</div><div>Alm Invest Fund Luxembourg SA (HJ)</div><div>Alm Invest Fund Luxembourg SA (HK)</div><div>Alm Invest Fund Luxembourg SA (HL)</div><div>Alm Invest Fund Luxembourg SA (HM)</div><div>Alm Invest Fund Luxembourg SA (HN)</div><div>Alm Invest Fund Luxembourg SA (HO)</div><div>Alm Invest Fund Luxembourg SA (HP)</div><div>Alm Invest Fund Luxembourg SA (HQ)</div><div>Alm Invest Fund Luxembourg SA (HR)</div><div>Alm Invest Fund Luxembourg SA (HS)</div><div>Alm Invest Fund Luxembourg SA (HT)</div><div>Alm Invest Fund Luxembourg SA (HU)</div><div>Alm Invest Fund Luxembourg SA (HV)</div><div>Alm Invest Fund Luxembourg SA (HW)</div><div>Alm Invest Fund Luxembourg SA (HX)</div><div>Alm Invest Fund Luxembourg SA (HY)</div><div>Alm Invest Fund Luxembourg SA (HZ)</div><div>Alm Invest Fund Luxembourg SA (IA)</div><div>Alm Invest Fund Luxembourg SA (IB)</div><div>Alm Invest Fund Luxembourg SA (IC)</div><div>Alm Invest Fund Luxembourg SA (ID)</div><div>Alm Invest Fund Luxembourg SA (IE)</div><div>Alm Invest Fund Luxembourg SA (IF)</div><div>Alm Invest Fund Luxembourg SA (IG)</div><div>Alm Invest Fund Luxembourg SA (IH)</div><div>Alm Invest Fund Luxembourg SA (II)</div><div>Alm Invest Fund Luxembourg SA (IJ)</div><div>Alm Invest Fund Luxembourg SA (IK)</div><div>Alm Invest Fund Luxembourg SA (IL)</div><div>Alm Invest Fund Luxembourg SA (IM)</div><div>Alm Invest Fund Luxembourg SA (IN)</div><div>Alm Invest Fund Luxembourg SA (IO)</div><div>Alm Invest Fund Luxembourg SA (IP)</div><div>Alm Invest Fund Luxembourg SA (IQ)</div><div>Alm Invest Fund Luxembourg SA (IR)</div><div>Alm Invest Fund Luxembourg SA (IS)</div><div>Alm Invest Fund Luxembourg SA (IT)</div><div>Alm Invest Fund Luxembourg SA (IU)</div><div>Alm Invest Fund Luxembourg SA (IV)</div><div>Alm Invest Fund Luxembourg SA (IW)</div><div>Alm Invest Fund Luxembourg SA (IX)</div><div>Alm Invest Fund Luxembourg SA (IY)</div><div>Alm Invest Fund Luxembourg SA (IZ)</div><div>Alm Invest Fund Luxembourg SA (JA)</div><div>Alm Invest Fund Luxembourg SA (JB)</div><div>Alm Invest Fund Luxembourg SA (JC)</div><div>Alm Invest Fund Luxembourg SA (JD)</div><div>Alm Invest Fund Luxembourg SA (JE)</div><div>Alm Invest Fund Luxembourg SA (JF)</div><div>Alm Invest Fund Luxembourg SA (JG)</div><div>Alm Invest Fund Luxembourg SA (JH)</div><div>Alm Invest Fund Luxembourg SA (JI)</div><div>Alm Invest Fund Luxembourg SA (JJ)</div><div>Alm Invest Fund Luxembourg SA (JK)</div><div>Alm Invest Fund Luxembourg SA (JL)</div><div>Alm Invest Fund Luxembourg SA (JM)</div><div>Alm Invest Fund Luxembourg SA (JN)</div><div>Alm Invest Fund Luxembourg SA (JO)</div><div>Alm Invest Fund Luxembourg SA (JP)</div><div>Alm Invest Fund Luxembourg SA (JQ)</div><div>Alm Invest Fund Luxembourg SA (JR)</div><div>Alm Invest Fund Luxembourg SA (JS)</div><div>Alm Invest Fund Luxembourg SA (JT)</div><div>Alm Invest Fund Luxembourg SA (JU)</div><div>Alm Invest Fund Luxembourg SA (JV)</div><div>Alm Invest Fund Luxembourg SA (JW)</div><div>Alm Invest Fund Luxembourg SA (JX)</div><div>Alm Invest Fund Luxembourg SA (JY)</div><div>Alm Invest Fund Luxembourg SA (JZ)</div><div>Alm Invest Fund Luxembourg SA (KA)</div><div>Alm Invest Fund Luxembourg SA (KB)</div><div>Alm Invest Fund Luxembourg SA (KC)</div><div>Alm Invest Fund Luxembourg SA (KD)</div><div>Alm Invest Fund Luxembourg SA (KE)</div><div>Alm Invest Fund Luxembourg SA (KF)</div><div>Alm Invest Fund Luxembourg SA (KG)</div><div>Alm Invest Fund Luxembourg SA (KH)</div><div>Alm Invest Fund Luxembourg SA (KI)</div><div>Alm Invest Fund Luxembourg SA (KJ)</div><div>Alm Invest Fund Luxembourg SA (KK)</div><div>Alm Invest Fund Luxembourg SA (KL)</div><div>Alm Invest Fund Luxembourg SA (KM)</div><div>Alm Invest Fund Luxembourg SA (KN)</div><div>Alm Invest Fund Luxembourg SA (KO)</div><div>Alm Invest Fund Luxembourg SA (KP)</div><div>Alm Invest Fund Luxembourg SA (KQ)</div><div>Alm Invest Fund Luxembourg SA (KR)</div><div>Alm Invest Fund Luxembourg SA (KS)</div><div>Alm Invest Fund Luxembourg SA (KT)</div><div>Alm Invest Fund Luxembourg SA (KU)</div><div>Alm Invest Fund Luxembourg SA (KV)</div><div>Alm Invest Fund Luxembourg SA (KW)</div><div>Alm Invest Fund Luxembourg SA (KX)</div><div>Alm Invest Fund Luxembourg SA (KY)</div><div>Alm Invest Fund Luxembourg SA (KZ)</div><div>Alm Invest Fund Luxembourg SA (LA)</div><div>Alm Invest Fund Luxembourg SA (LB)</div><div>Alm Invest Fund Luxembourg SA (LC)</div><div>Alm Invest Fund Luxembourg SA (LD)</div><div>Alm Invest Fund Luxembourg SA (LE)</div><div>Alm Invest Fund Luxembourg SA (LF)</div><div>Alm Invest Fund Luxembourg SA (LG)</div><div>Alm Invest Fund Luxembourg SA (LH)</div><div>Alm Invest Fund Luxembourg SA (LI)</div><div>Alm Invest Fund Luxembourg SA (LJ)</div><div>Alm Invest Fund Luxembourg SA (LK)</div><div>Alm Invest Fund Luxembourg SA (LL)</div><div>Alm Invest Fund Luxembourg SA (LM)</div><div>Alm Invest Fund Luxembourg SA (LN)</div><div>Alm Invest Fund Luxembourg SA (LO)</div><div>Alm Invest Fund Luxembourg SA (LP)</div><div>Alm Invest Fund Luxembourg SA (LQ)</div><div>Alm Invest Fund Luxembourg SA (LR)</div><div>Alm Invest Fund Luxembourg SA (LS)</div><div>Alm Invest Fund Luxembourg SA (LT)</div><div>Alm Invest Fund Luxembourg SA (LU)</div><div>Alm Invest Fund Luxembourg SA (LV)</div><div>Alm Invest Fund Luxembourg SA (LW)</div><div>Alm Invest Fund Luxembourg SA (LX)</div><div>Alm Invest Fund Luxembourg SA (LY)</div><div>Alm Invest Fund Luxembourg SA (LZ)</div><div>Alm Invest Fund Luxembourg SA (MA)</div><div>Alm Invest Fund Luxembourg SA (MB)</div><div>Alm Invest Fund Luxembourg SA (MC)</div><div>Alm Invest Fund Luxembourg SA (MD)</div><div>Alm Invest Fund Luxembourg SA (ME)</div><div>Alm Invest Fund Luxembourg SA (MF)</div><div>Alm Invest Fund Luxembourg SA (MG)</div><div>Alm Invest Fund Luxembourg SA (MH)</div><div>Alm Invest Fund Luxembourg SA (MI)</div><div>Alm Invest Fund Luxembourg SA (MJ)</div><div>Alm Invest Fund Luxembourg SA (MK)</div><div>Alm Invest Fund Luxembourg SA (ML)</div><div>Alm Invest Fund Luxembourg SA (MM)</div><div>Alm Invest Fund Luxembourg SA (MN)</div><div>Alm Invest Fund Luxembourg SA (MO)</div><div>Alm Invest Fund Luxembourg SA (MP)</div><div>Alm Invest Fund Luxembourg SA (MQ)</div><div>Alm Invest Fund Luxembourg SA (MR)</div><div>Alm Invest Fund Luxembourg SA (MS)</div><div>Alm Invest Fund Luxembourg SA (MT)</div><div>Alm Invest Fund Luxembourg SA (MU)</div><div>Alm Invest Fund Luxembourg SA (MV)</div><div>Alm Invest Fund Luxembourg SA (MW)</div><div>Alm Invest Fund Luxembourg SA (MX)</div><div>Alm Invest Fund Luxembourg SA (MY)</div><div>Alm Invest Fund Luxembourg SA (MZ)</div><div>Alm Invest Fund Luxembourg SA (NA)</div><div>Alm Invest Fund Luxembourg SA (NB)</div><div>Alm Invest Fund Luxembourg SA (NC)</div><div>Alm Invest Fund Luxembourg SA (ND)</div><div>Alm Invest Fund Luxembourg SA (NE)</div><div>Alm Invest Fund Luxembourg SA (NF)</div><div>Alm Invest Fund Luxembourg SA (NG)</div><div>Alm Invest Fund Luxembourg SA (NH)</div><div>Alm Invest Fund Luxembourg SA (NI)</div><div>Alm Invest Fund Luxembourg SA (NJ)</div><div>Alm Invest Fund Luxembourg SA (NK)</div><div>Alm Invest Fund Luxembourg SA (NL)</div><div>Alm Invest Fund Luxembourg SA (NM)</div><div>Alm Invest Fund Luxembourg SA (NN)</div><div>Alm Invest Fund Luxembourg SA (NO)</div><div>Alm Invest Fund Luxembourg SA (NP)</div><div>Alm Invest Fund Luxembourg SA (NQ)</div><div>Alm Invest Fund Luxembourg SA (NR)</div><div>Alm Invest Fund Luxembourg SA (NS)</div><div>Alm Invest Fund Luxembourg SA (NT)</div><div>Alm Invest Fund Luxembourg SA (NU)</div><div>Alm Invest Fund Luxembourg SA (NV)</div><div>Alm Invest Fund Luxembourg SA (NW)</div><div>Alm Invest Fund Luxembourg SA (NX)</div><div>Alm Invest Fund Luxembourg SA (NY)</div><div>Alm Invest Fund Luxembourg SA (NZ)</div><div>Alm Invest Fund Luxembourg SA (OA)</div><div>Alm Invest Fund Luxembourg SA (OB)</div><div>Alm Invest Fund Luxembourg SA (OC)</div><div>Alm Invest Fund Luxembourg SA (OD)</div><div>Alm Invest Fund Luxembourg SA (OE)</div><div>Alm Invest Fund Luxembourg SA (OF)</div><div>Alm Invest Fund Luxembourg SA (OG)</div><div>Alm Invest Fund Luxembourg SA (OH)</div><div>Alm Invest Fund Luxembourg SA (OI)</div><div>Alm Invest Fund Luxembourg SA (OJ)</div><div>Alm Invest Fund Luxembourg SA (OK)</div><div>Alm Invest Fund Luxembourg SA (OL)</div><div>Alm Invest Fund Luxembourg SA (OM)</div><div>Alm Invest Fund Luxembourg SA (ON)</div><div>Alm Invest Fund Luxembourg SA (OO)</div><div>Alm Invest Fund Luxembourg SA (OP)</div><div>Alm Invest Fund Luxembourg SA (OQ)</div><div>Alm Invest Fund Luxembourg SA (OR)</div><div>Alm Invest Fund Luxembourg SA (OS)</div><div>Alm Invest Fund Luxembourg SA (OT)</div><div>Alm Invest Fund Luxembourg SA (OU)</div><div>Alm Invest Fund Luxembourg SA (OV)</div><div>Alm Invest Fund Luxembourg SA (OW)</div><div>Alm Invest Fund Luxembourg SA (OX)</div><div>Alm Invest Fund Luxembourg SA (OY)</div><div>Alm Invest Fund Luxembourg SA (OZ)</div><div>Alm Invest Fund Luxembourg SA (PA)</div><div>Alm Invest Fund Luxembourg SA (PB)</div><div>Alm Invest Fund Luxembourg SA (PC)</div><div>Alm Invest Fund Luxembourg SA (PD)</div><div>Alm Invest Fund Luxembourg SA (PE)</div><div>Alm Invest Fund Luxembourg SA (PF)</div><div>Alm Invest Fund Luxembourg SA (PG)</div><div>Alm Invest Fund Luxembourg SA (PH)</div><div>Alm Invest Fund Luxembourg SA (PI)</div><div>Alm Invest Fund Luxembourg SA (PJ)</div><div>Alm Invest Fund Luxembourg SA (PK)</div><div>Alm Invest Fund Luxembourg SA (PL)</div><div>Alm Invest Fund Luxembourg SA (PM)</div><div>Alm Invest Fund Luxembourg SA (PN)</div><div>Alm Invest Fund Luxembourg SA (PO)</div><div>Alm Invest Fund Luxembourg SA (PP)</div><div>Alm Invest Fund Luxembourg SA (PQ)</div><div>Alm Invest Fund Luxembourg SA (PR)</div><div>Alm Invest Fund Luxembourg SA (PS)</div><div>Alm Invest Fund Luxembourg SA (PT)</div><div>Alm Invest Fund Luxembourg SA (PU)</div><div>Alm Invest Fund Luxembourg SA (PV)</div><div>Alm Invest Fund Luxembourg SA (PW)</div><div>Alm Invest Fund Luxembourg SA (PX)</div><div>Alm Invest Fund Luxembourg SA (PY)</div><div>Alm Invest Fund Luxembourg SA (PZ)</div><div>Alm Invest Fund Luxembourg SA (QA)</div><div>Alm Invest Fund Luxembourg SA (QB)</div><div>Alm Invest Fund Luxembourg SA (QC)</div><div>Alm Invest Fund Luxembourg SA (QD)</div><div>Alm Invest Fund Luxembourg SA (QE)</div><div>Alm Invest Fund Luxembourg SA (QF)</div><div>Alm Invest Fund Luxembourg SA (QG)</div><div>Alm Invest Fund Luxembourg SA (QH)</div><div>Alm Invest Fund Luxembourg SA (QI)</div><div>Alm Invest Fund Luxembourg SA (QJ)</div><div>Alm Invest Fund Luxembourg SA (QK)</div><div>Alm Invest Fund Luxembourg SA (QL)</div><div>Alm Invest Fund Luxembourg SA (QM)</div><div>Alm Invest Fund Luxembourg SA (QN)</div><div>Alm Invest Fund Luxembourg SA (QO)</div><div>Alm Invest Fund Luxembourg SA (QP)</div><div>Alm Invest Fund Luxembourg SA (QQ)</div><div>Alm Invest Fund Luxembourg SA (QR)</div><div>Alm Invest Fund Luxembourg SA (QS)</div><div>Alm Invest Fund Luxembourg SA (QT)</div><div>Alm Invest Fund Luxembourg SA (QU)</div><div>Alm Invest Fund Luxembourg SA (QV)</div><div>Alm Invest Fund Luxembourg SA (QW)</div><div>Alm Invest Fund Luxembourg SA (QX)</div><div>Alm Invest Fund Luxembourg SA (QY)</div><div>Alm Invest Fund Luxembourg SA (QZ)</div><div>Alm Invest Fund Luxembourg SA (RA)</div><div>Alm Invest Fund Luxembourg SA (RB)</div><div>Alm Invest Fund Luxembourg SA (RC)</div><div>Alm Invest Fund Luxembourg SA (RD)</div><div>Alm Invest Fund Luxembourg SA (RE)</div><div>Alm Invest Fund Luxembourg SA (RF)</div><div>Alm Invest Fund Luxembourg SA (RG)</div><div>Alm Invest Fund Luxembourg SA (RH)</div><div>Alm Invest Fund Luxembourg SA (RI)</div><div>Alm Invest Fund Luxembourg SA (RJ)</div><div>Alm Invest Fund Luxembourg SA (RK)</div><div>Alm Invest Fund Luxembourg SA (RL)</div><div>Alm Invest Fund Luxembourg SA (RM)</div><div>Alm Invest Fund Luxembourg SA (RN)</div><div>Alm Invest Fund Luxembourg SA (RO)</div><div>Alm Invest Fund Luxembourg SA (RP)</div><div>Alm Invest Fund Luxembourg SA (RQ)</div><div>Alm Invest Fund Luxembourg SA (RR)</div><div>Alm Invest Fund Luxembourg SA (RS)</div><div>Alm Invest Fund Luxembourg SA (RT)</div><div>Alm Invest Fund Luxembourg SA (RU)</div><div>Alm Invest Fund Luxembourg SA (RV)</div><div>Alm Invest Fund Luxembourg SA (RW)</div><div>Alm Invest Fund Luxembourg SA (RX)</div><div>Alm Invest Fund Luxembourg SA (RY)</div><div>Alm Invest Fund Luxembourg SA (RZ)</div><div>Alm Invest Fund Luxembourg SA (SA)</div><div>Alm Invest Fund Luxembourg SA (SB)</div><div>Alm Invest Fund Luxembourg SA (SC)</div><div>Alm Invest Fund Luxembourg SA (SD)</div><div>Alm Invest Fund Luxembourg SA (SE)</div><div>Alm Invest Fund Luxembourg SA (SF)</div><div>Alm Invest Fund Luxembourg SA (SG)</div><div>Alm Invest Fund Luxembourg SA (SH)</div><div>Alm Invest Fund Luxembourg SA (SI)</div><div>Alm Invest Fund Luxembourg SA (SJ)</div><div>Alm Invest Fund Luxembourg SA (SK)</div><div>Alm Invest Fund Luxembourg SA (SL)</div><div>Alm Invest Fund Luxembourg SA (SM)</div><div>Alm Invest Fund Luxembourg SA (SN)</div><div>Alm Invest Fund Luxembourg SA (SO)</div><div>Alm Invest Fund Luxembourg SA (SP)</div><div>Alm Invest Fund Luxembourg SA (SQ)</div><div>Alm Invest Fund Luxembourg SA (SR)</div><div>Alm Invest Fund Luxembourg SA (SS)</div><div>Alm Invest Fund Luxembourg SA (ST)</div><div>Alm Invest Fund Luxembourg SA (SU)</div><div>Alm Invest Fund Luxembourg SA (SV)</div><div>Alm Invest Fund Luxembourg SA (SW)</div><div>Alm Invest Fund Luxembourg SA (SX)</div><div>Alm Invest Fund Luxembourg SA (SY)</div><div>Alm Invest Fund Luxembourg SA (SZ)</div><div>Alm Invest Fund Luxembourg SA (TA)</div><div>Alm Invest Fund Luxembourg SA (TB)</div><div>Alm Invest Fund Luxembourg SA (TC)</div><div>Alm Invest Fund Luxembourg SA (TD)</div><div>Alm Invest Fund Luxembourg SA (TE)</div><div>Alm Invest Fund Luxembourg SA (TF)</div><div>Alm Invest Fund Luxembourg SA (TG)</div><div>Alm Invest Fund Luxembourg SA (TH)</div><div>Alm Invest Fund Luxembourg SA (TI)</div><div>Alm Invest Fund Luxembourg SA (TJ)</div><div>Alm Invest Fund Luxembourg SA (TK)</div><div>Alm Invest Fund Luxembourg SA (TL)</div><div>Alm Invest Fund Luxembourg SA (TM)</div><div>Alm Invest Fund Luxembourg SA (TN)</div><div>Alm Invest Fund Luxembourg SA (TO)</div><div>Alm Invest Fund Luxembourg SA (TP)</div><div>Alm Invest Fund Luxembourg SA (TQ)</div><div>Alm Invest Fund Luxembourg SA (TR)</div><div>Alm Invest Fund Luxembourg SA (TS)</div><div>Alm Invest Fund Luxembourg SA (TT)</div><div>Alm Invest Fund Luxembourg SA (TU)</div><div>Alm Invest Fund Luxembourg SA (TV)</div><div>Alm Invest Fund Luxembourg SA (TW)</div><div>Alm Invest Fund Luxembourg SA (TX)</div><div>Alm Invest Fund Luxembourg SA (TY)</div><div>Alm Invest Fund Luxembourg SA (TZ)</div><div>Alm Invest Fund Luxembourg SA (UA)</div><div>Alm Invest Fund Luxembourg SA (UB)</div><div>Alm Invest Fund Luxembourg SA (UC)</div><div>Alm Invest Fund Luxembourg SA (UD)</div><div>Alm Invest Fund Luxembourg SA (UE)</div><div>Alm Invest Fund Luxembourg SA (UF)</div><div>Alm Invest Fund Luxembourg SA (UG)</div><div>Alm Invest Fund Luxembourg SA (UH)</div><div>Alm Invest Fund Luxembourg SA (UI)</div><div>Alm Invest Fund Luxembourg SA (UJ)</div><div>Alm Invest Fund Luxembourg SA (UK)</div><div>Alm Invest Fund Luxembourg SA (UL)</div><div>Alm Invest Fund Luxembourg SA (UM)</div><div>Alm Invest Fund Luxembourg SA (UN)</div><div>Alm Invest Fund Luxembourg SA (UO)</div><div>Alm Invest Fund Luxembourg SA (UP)</div><div>Alm Invest Fund Luxembourg SA (UQ)</div><div>Alm Invest Fund Luxembourg SA (UR)</div><div>Alm Invest Fund Luxembourg SA (US)</div><div>Alm Invest Fund Luxembourg SA (UT)</div><div>Alm Invest Fund Luxembourg SA (UU)</div><div>Alm Invest Fund Luxembourg SA (UV)</div><div>Alm Invest Fund Luxembourg SA (UW)</div><div>Alm Invest Fund Luxembourg SA (UX)</div><div>Alm Invest Fund Luxembourg SA (UY)</div><div>Alm Invest Fund Luxembourg SA (UZ)</div><div>Alm Invest Fund Luxembourg SA (VA)</div><div>Alm Invest Fund Luxembourg SA (VB)</div><div>Alm Invest Fund Luxembourg SA (VC)</div><div>Alm Invest Fund Luxembourg SA (VD)</div><div>Alm Invest Fund Luxembourg SA (VE)</div><div>Alm Invest Fund Luxembourg SA (VF)</div><div>Alm Invest Fund Luxembourg SA (VG)</div><div>Alm Invest Fund Luxembourg SA (VH)</div><div>Alm Invest Fund Luxembourg SA (VI)</div><div>Alm Invest Fund Luxembourg SA (VJ)</div><div>Alm Invest Fund Luxembourg SA (VK)</div><div>Alm Invest Fund Luxembourg SA (VL)</div><div>Alm Invest Fund Luxembourg SA (VM)</div><div>Alm Invest Fund Luxembourg SA (VN)</div><div>Alm Invest Fund Luxembourg SA (VO)</div><div>Alm Invest Fund Luxembourg SA (VP)</div><div>Alm Invest Fund Luxembourg SA (VQ)</div><div>Alm Invest Fund Luxembourg SA (VR)</div><div>Alm Invest Fund Luxembourg SA (VS)</div><div>Alm Invest Fund Luxembourg SA (VT)</div><div>Alm Invest Fund Luxembourg SA (VU)</div><div>Alm Invest Fund Luxembourg SA (VV)</div><div>Alm Invest Fund Luxembourg SA (VW)</div><div>Alm Invest Fund Luxembourg SA (VX)</div><div>Alm Invest Fund Luxembourg SA (VY)</div><div>Alm Invest Fund Luxembourg SA (VZ)</div><div>Alm Invest Fund Luxembourg SA (WA)</div><div>Alm Invest Fund Luxembourg SA (WB)</div><div>Alm Invest Fund Luxembourg SA (WC)</div><div>Alm Invest Fund Luxembourg SA (WD)</div><div>Alm Invest Fund Luxembourg SA (WE)</div><div>Alm Invest Fund Luxembourg SA (WF)</div><div>Alm Invest Fund Luxembourg SA (WG)</div><div>Alm Invest Fund Luxembourg SA (WH)</div><div>Alm Invest Fund Luxembourg SA (WI)</div><div>Alm Invest Fund Luxembourg SA (WJ)</div><div>Alm Invest Fund Luxembourg SA (WK)</div><div>Alm Invest Fund Luxembourg SA (WL)</div><div>Alm Invest Fund Luxembourg SA (WM)</div><div>Alm Invest Fund Luxembourg SA (WN)</div><div>Alm Invest Fund Luxembourg SA (WO)</div><div>Alm Invest Fund Luxembourg SA (WP)</div><div>Alm Invest Fund Luxembourg SA (WQ)</div><div>Alm Invest Fund Luxembourg SA (WR)</div><div>Alm Invest Fund Luxembourg SA (WS)</div><div>Alm Invest Fund Luxembourg SA (WT)</div><div>Alm Invest Fund Luxembourg SA (WU)</div><div>Alm Invest Fund Luxembourg SA (WV)</div><div>Alm Invest Fund Luxembourg SA (WW)</div><div>Alm Invest Fund Luxembourg SA (WX)</div><div>Alm Invest Fund Luxembourg SA (WY)</div><div>Alm Invest Fund Luxembourg SA (WZ)</div><div>Alm Invest Fund Luxembourg SA (XA)</div><div>Alm Invest Fund Luxembourg SA (XB)</div><div>Alm Invest Fund Luxembourg SA (XC)</div><div>Alm Invest Fund Luxembourg SA (XD)</div><div>Alm Invest Fund Luxembourg SA (XE)</div><div>Alm Invest Fund Luxembourg SA (XF)</div><div>Alm Invest Fund Luxembourg SA (XG)</div><div>Alm Invest Fund Luxembourg SA (XH)</div><div>Alm Invest Fund Luxembourg SA (XI)</div><div>Alm Invest Fund Luxembourg SA (XJ)</div><div>Alm Invest Fund Luxembourg SA (XK)</div><div>Alm Invest Fund Luxembourg SA (XL)</div><div>Alm Invest Fund Luxembourg SA (XM)</div><div>Alm Invest Fund Luxembourg SA (XN)</div><div>Alm Invest Fund Luxembourg SA (XO)</div><div>Alm Invest Fund Luxembourg SA (XP)</div><div>Alm Invest Fund Luxembourg SA (XQ)</div><div>Alm Invest Fund Luxembourg SA (XR)</div><div>Alm Invest Fund Luxembourg SA (XS)</div><div>Alm Invest Fund Luxembourg SA (XT)</div><div>Alm Invest Fund Luxembourg SA (XU)</div><div>Alm Invest Fund Luxembourg SA (XV)</div><div>Alm Invest Fund Luxembourg SA (XW)</div><div>Alm Invest Fund Luxembourg SA (XX)</div><div>Alm Invest Fund Luxembourg SA (XY)</div><div>Alm Invest Fund Luxembourg SA (XZ)</div><div>Alm Invest Fund Luxembourg SA (YA)</div><div>Alm Invest Fund Luxembourg SA (YB)</div><div>Alm Invest Fund Luxembourg SA (YC)</div><div>Alm Invest Fund Luxembourg SA (YD)</div><div>Alm Invest Fund Luxembourg SA (YE)</div><div>Alm Invest Fund Luxembourg SA (YF)</div><div>Alm Invest Fund Luxembourg SA (YG)</div><div>Alm Invest Fund Luxembourg SA (YH)</div><div>Alm Invest Fund Luxembourg SA (YI)</div><div>Alm Invest Fund Luxembourg SA (YJ)</div><div>Alm Invest Fund Luxembourg SA (YK)</div><div>Alm Invest Fund Luxembourg SA (YL)</div><div>Alm Invest Fund Luxembourg SA (YM)</div><div>Alm Invest Fund Luxembourg SA (YN)</div><div>Alm Invest Fund Luxembourg SA (YO)</div><div>Alm Invest Fund Luxembourg SA (YP)</div><div>Alm Invest Fund Luxembourg SA (YQ)</div><div>Alm Invest Fund Luxembourg SA (YR)</div><div>Alm Invest Fund Luxembourg SA (YS)</div><div>Alm Invest Fund Luxembourg SA (YT)</div><div>Alm Invest Fund Luxembourg SA (YU)</div><div>Alm Invest Fund Luxembourg SA (YV)</div><div>Alm Invest Fund Luxembourg SA (YW)</div><div>Alm Invest Fund Luxembourg SA (YX)</div><div>Alm Invest Fund Luxembourg SA (YY)</div><div>Alm Invest Fund Luxembourg SA (YZ)</div><div>Alm Invest Fund Luxembourg SA (ZA)</div><div>Alm Invest Fund Luxembourg SA (ZB)</div><div>Alm Invest Fund Luxembourg SA (ZC)</div><div>Alm Invest Fund Luxembourg SA (ZD)</div><div>Alm Invest Fund Luxembourg SA (ZE)</div><div>Alm Invest Fund Luxembourg SA (ZF)</div><div>Alm Invest Fund Luxembourg SA (ZG)</div><div>Alm Invest Fund Luxembourg SA (ZH)</div><div>Alm Invest Fund Luxembourg SA (ZI)</div><div>Alm Invest Fund Luxembourg SA (ZJ)</div><div>Alm Invest Fund Luxembourg SA (ZK)</div><div>Alm Invest Fund Luxembourg SA (ZL)</div><div>Alm Invest Fund Luxembourg SA (ZM)</div><div>Alm Invest Fund Luxembourg SA (ZN)</div><div>Alm Invest Fund Luxembourg SA (ZO)</div><div>Alm Invest Fund Luxembourg SA (ZP)</div><div>Alm Invest Fund Luxembourg SA (ZQ)</div><div>Alm Invest Fund Luxembourg SA (ZR)</div><div>Alm Invest Fund Luxembourg SA (ZS)</div><div>Alm Invest Fund Luxembourg SA (ZT)</div><div>Alm Invest Fund Luxembourg SA (ZU)</div><div>Alm Invest Fund Luxembourg SA (ZV)</div><div>Alm Invest Fund Luxembourg SA (ZW)</div><div>Alm Invest Fund Luxembourg SA (ZX)</div><div>Alm Invest Fund Luxembourg SA (ZY)</div><div>Alm Invest Fund Luxembourg SA (ZZ)</div></div></div>	<div><div>Equity Fund List</div><div><div>Alm Invest Fund Luxembourg SA (A)</div><div>Alm Invest Fund Luxembourg SA (B)</div><div>Alm Invest Fund Luxembourg SA (C)</div><div>Alm Invest Fund Luxembourg SA (D)</div><div>Alm Invest Fund Luxembourg SA (E)</div><div>Alm Invest Fund Luxembourg SA (F)</div><div>Alm Invest Fund Luxembourg SA (G)</div><div>Alm Invest Fund Luxembourg SA (H)</div><div>Alm Invest Fund Luxembourg SA (I)</div><div>Alm Invest Fund Luxembourg SA (J)</div><div>Alm Invest Fund Luxembourg SA (K)</div><div>Alm Invest Fund Luxembourg SA (L)</div><div>Alm Invest Fund Luxembourg SA (M)</div><div>Alm Invest Fund Luxembourg SA (N)</div><div>Alm Invest Fund Luxembourg SA (O)</div><div>Alm Invest Fund Luxembourg SA (P)</div><div>Alm Invest Fund Luxembourg SA (Q)</div><div>Alm Invest Fund Luxembourg SA (R)</div><div>Alm Invest Fund Luxembourg SA (S)</div><div>Alm Invest Fund Luxembourg SA (T)</div><div>Alm Invest Fund Luxembourg SA (U)</div><div>Alm Invest Fund Luxembourg SA (V)</div><div>Alm Invest Fund Luxembourg SA (W)</div><div>Alm Invest Fund Luxembourg SA (X)</div><div>Alm Invest Fund Luxembourg SA (Y)</div><div>Alm Invest Fund Luxembourg SA (Z)</div><div>Alm Invest Fund Luxembourg SA (AA)</div><div>Alm Invest Fund Luxembourg SA (AB)</div><div>Alm Invest Fund Luxembourg SA (AC)</div><div>Alm Invest Fund Luxembourg SA (AD)</div><div>Alm Invest Fund Luxembourg SA (AE)</div><div>Alm Invest Fund Luxembourg SA (AF)</div><div>Alm Invest Fund Luxembourg SA (AG)</div><div>Alm Invest Fund Luxembourg SA (AH)</div><div>Alm Invest Fund Luxembourg SA (AI)</div><div>Alm Invest Fund Luxembourg SA (AJ)</div><div>Alm Invest Fund Luxembourg SA (AK)</div><div>Alm Invest Fund Luxembourg SA (AL)</div><div>Alm Invest Fund Luxembourg SA (AM)</div><div>Alm Invest Fund Luxembourg SA (AN)</div><div>Alm Invest Fund Luxembourg SA (AO)</div><div>Alm Invest Fund Luxembourg SA (AP)</div><div>Alm Invest Fund Luxembourg SA (AQ)</div><div>Alm Invest Fund Luxembourg SA (AR)</div><div>Alm Invest Fund Luxembourg SA (AS)</div><div>Alm Invest Fund Luxembourg SA (AT)</div><div>Alm Invest Fund Luxembourg SA (AU)</div><div>Alm Invest Fund Luxembourg SA (AV)</div><div>Alm Invest Fund Luxembourg SA (AW)</div><div>Alm Invest Fund Luxembourg SA (AX)</div><div>Alm Invest Fund Luxembourg SA (AY)</div><div>Alm Invest Fund Luxembourg SA (AZ)</div><div>Alm Invest Fund Luxembourg SA (BA)</div><div>Alm Invest Fund Luxembourg SA (BB)</div><div>Alm Invest Fund Luxembourg SA (BC)</div><div>Alm Invest Fund Luxembourg SA (BD)</div><div>Alm Invest Fund Luxembourg SA (BE)</div><div>Alm Invest Fund Luxembourg SA (BF)</div><div>Alm Invest Fund Luxembourg SA (BG)</div><div>Alm Invest Fund Luxembourg SA (BH)</div><div>Alm Invest Fund Luxembourg SA (BI)</div><div>Alm Invest Fund Luxembourg SA (BJ)</div><div>Alm Invest Fund Luxembourg SA (BK)</div><div>Alm Invest Fund Luxembourg SA (BL)</div><div>Alm Invest Fund Luxembourg SA (BM)</div><div>Alm Invest Fund Luxembourg SA (BN)</div><div>Alm Invest Fund Luxembourg SA (BO)</div><div>Alm Invest Fund Luxembourg SA (BP)</div><div>Alm Invest Fund Luxembourg SA (BQ)</div><div>Alm Invest Fund Luxembourg SA (BR)</div><div>Alm Invest Fund Luxembourg SA (BS)</div><div>Alm Invest Fund Luxembourg SA (BT)</div><div>Alm Invest Fund Luxembourg SA (BU)</div><div>Alm Invest Fund Luxembourg SA (BV)</div><div>Alm Invest Fund Luxembourg SA (BW)</div><div>Alm Invest Fund Luxembourg SA (BX)</div><div>Alm Invest Fund Luxembourg SA (BY)</div><div>Alm Invest Fund Luxembourg SA (BZ)</div><div>Alm Invest Fund Luxembourg SA (CA)</div><div>Alm Invest Fund Luxembourg SA (CB)</div><div>Alm Invest Fund Luxembourg SA (CC)</div><div>Alm Invest Fund Luxembourg SA (CD)</div><div>Alm Invest Fund Luxembourg SA (CE)</div><div>Alm Invest Fund Luxembourg SA (CF)</div><div>Alm Invest Fund Luxembourg SA (CG)</div><div>Alm Invest Fund Luxembourg SA (CH)</div><div>Alm Invest Fund Luxembourg SA (CI)</div><div>Alm Invest Fund Luxembourg SA (CJ)</div><div>Alm Invest Fund Luxembourg SA (CK)</div><div>Alm Invest Fund Luxembourg SA (CL)</div><div>Alm Invest Fund Luxembourg SA (CM)</div><div>Alm Invest Fund Luxembourg SA (CN)</div><div>Alm Invest Fund Luxembourg SA (CO)</div><div>Alm Invest Fund Luxembourg SA (CP)</div><div>Alm Invest Fund Luxembourg SA (CQ)</div><div>Alm Invest Fund Luxembourg SA (CR)</div><div>Alm Invest Fund Luxembourg SA (CS)</div><div>Alm Invest Fund Luxembourg SA (CT)</div><div>Alm Invest Fund Luxembourg SA (CU)</div><div>Alm Invest Fund Luxembourg SA (CV)</div><div>Alm Invest Fund Luxembourg SA (CW)</div><div>Alm Invest Fund Luxembourg SA (CX)</div><div>Alm Invest Fund Luxembourg SA (CY)</div><div>Alm Invest Fund Luxembourg SA (CZ)</div><div>Alm Invest Fund Luxembourg SA (DA)</div><div>Alm Invest Fund Luxembourg SA (DB)</div><div>Alm Invest Fund Luxembourg SA (DC)</div><div>Alm Invest Fund Luxembourg SA (DD)</div><div>Alm Invest Fund Luxembourg SA (DE)</div><div>Alm Invest Fund Luxembourg SA (DF)</div><div>Alm Invest Fund Luxembourg SA (DG)</div><div>Alm Invest Fund Luxembourg SA (DH)</div><div>Alm Invest Fund Luxembourg SA (DI)</div><div>Alm Invest Fund Luxembourg SA (DJ)</div><div>Alm Invest Fund Luxembourg SA (DK)</div><div>Alm Invest Fund Luxembourg SA (DL)</div><div>Alm Invest Fund Luxembourg SA (DM)</div><div>Alm Invest Fund Luxembourg SA (DN)</div><div>Alm Invest Fund Luxembourg SA (DO)</div><div>Alm Invest Fund Luxembourg SA (DP)</div><div>Alm Invest Fund Luxembourg SA (DQ)</div><div>Alm Invest Fund Luxembourg SA (DR)</div><div>Alm Invest Fund Luxembourg SA (DS)</div><div>Alm Invest Fund Luxembourg SA (DT)</div><div>Alm Invest Fund Luxembourg SA (DU)</div><div>Alm Invest Fund Luxembourg SA (DV)</div><div>Alm Invest Fund Luxembourg SA (DW)</div><div>Alm Invest Fund Luxembourg SA (DX)</div><div>Alm Invest Fund Luxembourg SA (DY)</div><div>Alm Invest Fund Luxembourg SA (DZ)</div><div>Alm Invest Fund Luxembourg SA (EA)</div><div>Alm Invest Fund Luxembourg SA (EB)</div><div>Alm Invest Fund Luxembourg SA (EC)</div><div>Alm Invest Fund Luxembourg SA (ED)</div><div>Alm Invest Fund Luxembourg SA (EE)</div><div>Alm Invest Fund Luxembourg SA (EF)</div><div>Alm Invest Fund Luxembourg SA (EG)</div><div>Alm Invest Fund Luxembourg SA (EH)</div><div>Alm Invest Fund Luxembourg SA (EI)</div><div>Alm Invest Fund Luxembourg SA (EJ)</div><div>Alm Invest Fund Luxembourg SA (EK)</div><div>Alm Invest Fund Luxembourg SA (EL)</div><div>Alm Invest Fund Luxembourg SA (EM)</div><div>Alm Invest Fund Luxembourg SA (EN)</div><div>Alm Invest Fund Luxembourg SA (EO)</div><div>Alm Invest Fund Luxembourg SA (EP)</div><div>Alm Invest Fund Luxembourg SA (EQ)</div><div>Alm Invest Fund Luxembourg SA (ER)</div><div>Alm Invest Fund Luxembourg SA (ES)</div><div>Alm Invest Fund Luxembourg SA (ET)</div><div>Alm Invest Fund Luxembourg SA (EU)</div><div>Alm Invest Fund Luxembourg SA (EV)</div><div>Alm Invest Fund Luxembourg SA (EW)</div><div>Alm Invest Fund Luxembourg SA (EX)</div><div>Alm Invest Fund Luxembourg SA (EY)</div><div>Alm Invest Fund Luxembourg SA (EZ)</div><div>Alm Invest Fund Luxembourg SA (FA)</div><div>Alm Invest Fund Luxembourg SA (FB)</div><div>Alm Invest Fund Luxembourg SA (FC)</div><div>Alm Invest Fund Luxembourg SA (FD)</div><div>Alm Invest Fund Luxembourg SA (FE)</div><div>Alm Invest Fund Luxembourg SA (FF)</div><div>Alm Invest Fund Luxembourg SA (FG)</div><div>Alm Invest Fund Luxembourg SA (FH)</div><div>Alm Invest Fund Luxembourg SA (FI)</div><div>Alm Invest Fund Luxembourg SA (FJ)</div><div>Alm Invest Fund Luxembourg SA (FK)</div><div>Alm Invest Fund Luxembourg SA (FL)</div><div>Alm Invest Fund Luxembourg SA (FM)</div><div>Alm Invest Fund Luxembourg SA (FN)</div><div>Alm Invest Fund Luxembourg SA (FO)</div><div>Alm Invest Fund Luxembourg SA (FP)</div><div>Alm Invest Fund Luxembourg SA (FQ)</div><div>Alm Invest Fund Luxembourg SA (FR)</div><div>Alm Invest Fund Luxembourg SA (FS)</div><div>Alm Invest Fund Luxembourg SA (FT)</div><div>Alm Invest Fund Luxembourg SA (FU)</div><div>Alm Invest Fund Luxembourg SA (FV)</div><div>Alm Invest Fund Luxembourg SA (FW)</div><div>Alm Invest Fund Luxembourg SA (FX)</div><div>Alm Invest Fund Luxembourg SA (FY)</div><div>Alm Invest Fund Luxembourg SA (FZ)</div><div>Alm Invest Fund Luxembourg SA (GA)</div><div>Alm Invest Fund Luxembourg SA (GB)</div><div>Alm Invest Fund Luxembourg SA (GC)</div><div>Alm Invest Fund Luxembourg SA (GD)</div><div>Alm Invest Fund Luxembourg SA (GE)</div><div>Alm Invest Fund Luxembourg SA (GF)</div><div>Alm Invest Fund Luxembourg SA (GG)</div><div>Alm Invest Fund Luxembourg SA (GH)</div><div>Alm Invest Fund Luxembourg SA (GI)</div><div>Alm Invest Fund Luxembourg SA (GJ)</div><div>Alm Invest Fund Luxembourg SA (GK)</div><div>Alm Invest Fund Luxembourg SA (GL)</div><div>Alm Invest Fund Luxembourg SA (GM)</div><div>Alm Invest Fund Luxembourg SA (GN)</div><div>Alm Invest Fund Luxembourg SA (GO)</div><div>Alm Invest Fund Luxembourg SA (GP)</div><div>Alm Invest Fund Luxembourg SA (GQ)</div><div>Alm Invest Fund Luxembourg SA (GR)</div><div>Alm Invest Fund Luxembourg SA (GS)</div><div>Alm Invest Fund Luxembourg SA (GT)</div><div>Alm Invest Fund Luxembourg SA (GU)</div><div>Alm Invest Fund Luxembourg SA (GV)</div><div>Alm Invest Fund Luxembourg SA (GW)</div><div>Alm Invest Fund Luxembourg SA (GX)</div><div>Alm Invest Fund Luxembourg SA (GY)</div><div>Alm Invest Fund Luxembourg SA (GZ)</div><div>Alm Invest Fund Luxembourg SA (HA)</div><div>Alm Invest Fund Luxembourg SA (HB)</div><div>Alm Invest Fund Luxembourg SA (HC)</div><div>Alm Invest Fund Luxembourg SA (HD)</div><div>Alm Invest Fund Luxembourg SA (HE)</div><div>Alm Invest Fund Luxembourg SA (HF)</div><div>Alm Invest Fund Luxembourg SA (HG)</div><div>Alm Invest Fund Luxembourg SA (HH)</div><div>Alm Invest Fund Luxembourg SA (HI)</div><div>Alm Invest Fund Luxembourg SA (HJ)</div><div>Alm Invest Fund Luxembourg SA (HK)</div><div>Alm Invest Fund Luxembourg SA (HL)</div><div>Alm Invest Fund Luxembourg SA (HM)</div><div>Alm Invest Fund Luxembourg SA (HN)</div><div>Alm Invest Fund Luxembourg SA (HO)</div><div>Alm Invest Fund Luxembourg SA (HP)</div><div>Alm Invest Fund Luxembourg SA (HQ)</div><div>Alm Invest Fund Luxembourg SA (HR)</div><div>Alm Invest Fund Luxembourg SA (HS)</div><div>Alm Invest Fund Luxembourg SA (HT)</div><div>Alm Invest Fund Luxembourg SA (HU)</div><div>Alm Invest Fund Luxembourg SA (HV)</div><div>Alm Invest Fund Luxembourg SA (HW)</div><div>Alm Invest Fund Luxembourg SA (HX)</div><div>Alm Invest Fund Luxembourg SA (HY)</div><div>Alm Invest Fund Luxembourg SA (HZ)</div><div>Alm Invest Fund Luxembourg SA (IA)</div><div>Alm Invest Fund Luxembourg</div></div></div>
---	---

WORLD STOCK MARKETS

EUROPE				ASIA				AFRICA				OCEANIA			
Index	17/10	16/10	15/10	Index	17/10	16/10	15/10	Index	17/10	16/10	15/10	Index	17/10	16/10	15/10
FTSE 100	5,200.00	5,150.00	5,100.00	Nikkei 225	12,400.00	12,300.00	12,200.00	Harvest 200	1,200.00	1,150.00	1,100.00	ASX 200	1,200.00	1,150.00	1,100.00
DAX	2,800.00	2,750.00	2,700.00	Hang Seng	8,500.00	8,400.00	8,300.00	FTSE 100	5,200.00	5,150.00	5,100.00	ASX 200	1,200.00	1,150.00	1,100.00
CAC 40	3,500.00	3,450.00	3,400.00	Shanghai	10,000.00	9,900.00	9,800.00	DAX	2,800.00	2,750.00	2,700.00	ASX 200	1,200.00	1,150.00	1,100.00
IBEX 35	2,500.00	2,450.00	2,400.00	Beijing	11,000.00	10,900.00	10,800.00	CAC 40	3,500.00	3,450.00	3,400.00	ASX 200	1,200.00	1,150.00	1,100.00
ATX	1,500.00	1,450.00	1,400.00	Shenzhen	12,000.00	11,900.00	11,800.00	IBEX 35	2,500.00	2,450.00	2,400.00	ASX 200	1,200.00	1,150.00	1,100.00
PSX	1,800.00	1,750.00	1,700.00	Chongqing	13,000.00	12,900.00	12,800.00	ATX	1,500.00	1,450.00	1,400.00	ASX 200	1,200.00	1,150.00	1,100.00
WSE	1,600.00	1,550.00	1,500.00	Chengdu	14,000.00	13,900.00	13,800.00	PSX	1,800.00	1,750.00	1,700.00	ASX 200	1,200.00	1,150.00	1,100.00
ASE	1,400.00	1,350.00	1,300.00	Guangzhou	15,000.00	14,900.00	14,800.00	WSE	1,600.00	1,550.00	1,500.00	ASX 200	1,200.00	1,150.00	1,100.00
BSE	1,300.00	1,250.00	1,200.00	Shenzhen	16,000.00	15,900.00	15,800.00	ASE	1,400.00	1,350.00	1,300.00	ASX 200	1,200.00	1,150.00	1,100.00
NYSE	1,200.00	1,150.00	1,100.00	Shanghai	17,000.00	16,900.00	16,800.00	BSE	1,300.00	1,250.00	1,200.00	ASX 200	1,200.00	1,150.00	1,100.00
TSX	1,100.00	1,050.00	1,000.00	Beijing	18,000.00	17,900.00	17,800.00	NYSE	1,200.00	1,150.00	1,100.00	ASX 200	1,200.00	1,150.00	1,100.00
ASX	1,000.00	950.00	900.00	Shenzhen	19,000.00	18,900.00	18,800.00	TSX	1,100.00	1,050.00	1,000.00	ASX 200	1,200.00	1,150.00	1,100.00
SE	900.00	850.00	800.00	Chongqing	20,000.00	19,900.00	19,800.00	SE	900.00	850.00	800.00	ASX 200	1,200.00	1,150.00	1,100.00
BOVESPA	800.00	750.00	700.00	Chengdu	21,000.00	20,900.00	20,800.00	BOVESPA	800.00	750.00	700.00	ASX 200	1,200.00	1,150.00	1,100.00
SET	700.00	650.00	600.00	Guangzhou	22,000.00	21,900.00	21,800.00	SET	700.00	650.00	600.00	ASX 200	1,200.00	1,150.00	1,100.00
IFM	600.00	550.00	500.00	Shenzhen	23,000.00	22,900.00	22,800.00	IFM	600.00	550.00	500.00	ASX 200	1,200.00	1,150.00	1,100.00
FTSE 100	5,200.00	5,150.00	5,100.00	Shanghai	24,000.00	23,900.00	23,800.00	FTSE 100	5,200.00	5,150.00	5,100.00	ASX 200	1,200.00	1,150.00	1,100.00
DAX	2,800.00	2,750.00	2,700.00	Beijing	25,000.00	24,900.00	24,800.00	DAX	2,800.00	2,750.00	2,700.00	ASX 200	1,200.00	1,150.00	1,100.00
CAC 40	3,500.00	3,450.00	3,400.00	Shenzhen	26,000.00	25,900.00	25,800.00	CAC 40	3,500.00	3,450.00	3,400.00	ASX 200	1,200.00	1,150.00	1,100.00
IBEX 35	2,500.00	2,450.00	2,400.00	Chongqing	27,000.00	26,900.00	26,800.00	IBEX 35	2,500.00	2,450.00	2,400.00	ASX 200	1,200.00	1,150.00	1,100.00
ATX	1,500.00	1,450.00	1,400.00	Chengdu	28,000.00	27,900.00	27,800.00	ATX	1,500.00	1,450.00	1,400.00	ASX 200	1,200.00	1,150.00	1,100.00
PSX	1,800.00	1,750.00	1,700.00	Guangzhou	29,000.00	28,900.00	28,800.00	PSX	1,800.00	1,750.00	1,700.00	ASX 200	1,200.00	1,150.00	1,100.00
WSE	1,600.00	1,550.00	1,500.00	Shenzhen	30,000.00	29,900.00	29,800.00	WSE	1,600.00	1,550.00	1,500.00	ASX 200	1,200.00	1,150.00	1,100.00
ASE	1,400.00	1,350.00	1,300.00	Shanghai	31,000.00	30,900.00	30,800.00	ASE	1,400.00	1,350.00	1,300.00	ASX 200	1,200.00	1,150.00	1,100.00
BSE	1,300.00	1,250.00	1,200.00	Beijing	32,000.00	31,900.00	31,800.00	BSE	1,300.00	1,250.00	1,200.00	ASX 200	1,200.00	1,150.00	1,100.00
NYSE	1,200.00	1,150.00	1,100.00	Shenzhen	33,000.00	32,900.00	32,800.00	NYSE	1,200.00	1,150.00	1,100.00	ASX 200	1,200.00	1,150.00	1,100.00
TSX	1,100.00	1,050.00	1,000.00	Chongqing	34,000.00	33,900.00	33,800.00	TSX	1,100.00	1,050.00	1,000.00	ASX 200	1,200.00	1,150.00	1,100.00
ASX	1,000.00	950.00	900.00	Chengdu	35,000.00	34,900.00	34,800.00	ASX	1,000.00	950.00	900.00	ASX 200	1,200.00	1,150.00	1,100.00
SE	900.00	850.00	800.00	Guangzhou	36,000.00	35,900.00	35,800.00	SE	900.00	850.00	800.00	ASX 200	1,200.00	1,150.00	1,100.00
BOVESPA	800.00	750.00	700.00	Shenzhen	37,000.00	36,900.00	36,800.00	BOVESPA	800.00	750.00	700.00	ASX 200	1,200.00	1,150.00	1,100.00
SET	700.00	650.00	600.00	Shanghai	38,000.00	37,900.00	37,800.00	SET	700.00	650.00	600.00	ASX 200	1,200.00	1,150.00	1,100.00
IFM	600.00	550.00	500.00	Beijing	39,000.00	38,900.00	38,800.00	IFM	600.00	550.00	500.00	ASX 200	1,200.00	1,150.00	1,100.00
FTSE 100	5,200.00	5,150.00	5,100.00	Shenzhen	40,000.00	39,900.00	39,800.00	FTSE 100	5,200.00	5,150.00	5,100.00	ASX 200	1,200.00	1,150.00	1,100.00
DAX	2,800.00	2,750.00	2,700.00	Chongqing	41,000.00	40,900.00	40,800.00	DAX	2,800.00	2,750.00	2,700.00	ASX 200	1,200.00	1,150.00	1,100.00
CAC 40	3,500.00	3,450.00	3,400.00	Chengdu	42,000.00	41,900.00	41,800.00	CAC 40	3,500.00	3,450.00	3,400.00	ASX 200	1,200.00	1,150.00	1,100.00
IBEX 35	2,500.00	2,450.00	2,400.00	Guangzhou	43,000.00	42,900.00	42,800.00	IBEX 35	2,500.00	2,450.00	2,400.00	ASX 200	1,200.00	1,150.00	1,100.00
ATX	1,500.00	1,450.00	1,400.00	Shenzhen	44,000.00	43,900.00	43,800.00	ATX	1,500.00	1,450.00	1,400.00	ASX 200	1,200.00	1,150.00	1,100.00
PSX	1,800.00	1,750.00	1,700.00	Shanghai	45,000.00	44,900.00	44,800.00	PSX	1,800.00	1,750.00	1,700.00	ASX 200	1,200.00	1,150.00	1,100.00
WSE	1,600.00	1,550.00	1,500.00	Beijing	46,000.00	45,900.00	45,800.00	WSE	1,600.00	1,550.00	1,500.00	ASX 200	1,200.00	1,150.00	1,100.00
ASE	1,400.00	1,350.00	1,300.00	Shenzhen	47,000.00	46,900.00	46,800.00	ASE	1,400.00	1,350.00	1,300.00	ASX 200	1,200.00	1,150.00	1,100.00
BSE	1,300.00	1,250.00	1,200.00	Chongqing	48,000.00	47,900.00	47,800.00	BSE	1,300.00	1,250.00	1,200.00	ASX 200	1,200.00	1,150.00	1,100.00
NYSE	1,200.00	1,150.00	1,100.00	Chengdu	49,000.00	48,900.00	48,800.00	NYSE	1,200.00	1,150.00	1,100.00	ASX 200	1,200.00	1,150.00	1,100.00
TSX	1,100.00	1,050.00	1,000.00	Guangzhou	50,000.00	49,900.00	49,800.00	TSX	1,100.00	1,050.00	1,000.00	ASX 200	1,200.00	1,150.00	1,100.00
ASX	1,000.00	950.00	900.00	Shenzhen	51,000.00	50,900.00	50,800.00	ASX	1,000.00	950.00	900.00	ASX 200	1,200.00	1,150.00	1,100.00
SE	900.00	850.00	800.00	Shanghai	52,000.00	51,900.00	51,800.00	SE	900.00	850.00	800.00	ASX 200	1,200.00	1,150.00	1,100.00
BOVESPA	800.00	750.00	700.00	Beijing	53,000.00	52,900.00	52,800.00	BOVESPA	800.00	750.00	700.00	ASX 200	1,200.00	1,150.00	1,100.00
SET	700.00	650.00	600.00	Shenzhen	54,000.00	53,900.00	53,800.00	SET	700.00	650.00	600.00	ASX 200	1,200.00	1,150.00	1,100.00
IFM	600.00	550.00	500.00	Chongqing	55,000.00	54,900.00	54,800.00	IFM	600.00	550.00	500.00	ASX 200	1,200.00	1,150.00	1,100.00
FTSE 100	5,200.00	5,150.00	5,100.00	Chengdu	56,000.00	55,900.00	55,800.00	FTSE 100	5,200.00	5,150.00	5,100.00	ASX 200	1,200.00	1,150.00	1,100.00
DAX	2,800.00	2,750.00	2,700.00	Guangzhou	57,000.00	56,900.00	56,800.00	DAX	2,800.00	2,750.00	2,700.00	ASX 200	1,200.00	1,150.00	1,100.00
CAC 40	3,500.00	3,450.00	3,400.00	Shenzhen	58,000.00	57,900.00	57,800.00	CAC 40	3,500.00	3,450.00	3,400.00	ASX 200	1,200.00	1,150.00	1,100.00
IBEX 35	2,500.00	2,450.00	2,400.00	Shanghai	59,000.00	58,900.00	58,800.00	IBEX 35	2,500.00	2,450.00	2,400.00	ASX 200	1,200.00	1,150.00	1,100.00
ATX	1,500.00	1,450.00	1,400.00	Beijing	60,000.00	59,900.00	59,800.00	ATX	1,500.00	1,450.00	1,400.00	ASX 200	1,200.00	1,150.00	1,100.00
PSX	1,800.00	1,750.00	1,700.00	Shenzhen	61,000.00	60,900.00	60,800.00	PSX	1,800.00	1,750.00	1,700.00	ASX 200	1,200.00	1,150.00	1,100.00
WSE	1,600.00	1,550.00	1,500.00	Chongqing	62,000.00	61,900.00	61,800.00	WSE	1,600.00	1,550.00	1,500.00	ASX 200	1,200.00	1,150.00	1,100.00
ASE	1,400.00	1,350.00	1,300.00	Chengdu	63,000.00	62,900.00	62,800.00	ASE	1,400.00	1,350.00	1,300.00	ASX 200	1,200.00	1,150.00	1,100.00
BSE	1,300.00	1,250.00	1,200.00	Guangzhou	64,000.00	63,900.00	63,800.00	BSE	1,300.00	1,250.00	1,200.00	ASX 200	1,200.00	1,150.00	1,100.00
NYSE	1,200.00	1,150.00	1,100.00	Shenzhen	65,000.00	64,900.00	64,800.00	NYSE	1,200.00	1,150.00	1,100.00	ASX 200	1,200.00	1,150.00	1,100.00
TSX	1,100.00	1,050.00	1,000.00	Shanghai	66,000.00	65,900.00	65,800.00	TSX	1,100.00	1,050.00	1,000.00	ASX 200	1,200.00	1,150.00	1,100.00
ASX	1,000.00	950.00	900.00	Beijing	67,000.00	66,900.00	66,800.00	ASX	1,000.00	950.00	900.00	ASX 200	1,200.00	1,150.00	1,100.00
SE	900.00	850.00	800.00	Shenzhen	68,000.00	67,900.00	67,800.00	SE	900.00	850.00	800.00	ASX 200	1,200.00	1,150.00	1,100.00
BOVESPA	800.00														

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

[illegible]

1
 2
 3
 4
 5
 6
 7
 8
 9
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25
 26
 27
 28
 29
 30
 31
 32
 33
 34
 35
 36
 37
 38
 39
 40
 41
 42
 43
 44
 45
 46
 47
 48
 49
 50
 51
 52
 53
 54
 55
 56
 57
 58
 59
 60
 61
 62
 63
 64
 65
 66
 67
 68
 69
 70
 71
 72
 73
 74
 75
 76
 77
 78
 79
 80
 81
 82
 83
 84
 85
 86
 87
 88
 89
 90
 91
 92
 93
 94
 95
 96
 97
 98
 99
 100
 101
 102
 103
 104
 105
 106
 107
 108
 109
 110
 111
 112
 113
 114
 115
 116
 117
 118
 119
 120
 121
 122
 123
 124
 125
 126
 127
 128
 129
 130
 131
 132
 133
 134
 135
 136
 137
 138
 139
 140
 141
 142
 143
 144
 145
 146
 147
 148
 149
 150
 151
 152
 153
 154
 155
 156
 157
 158
 159
 160
 161
 162
 163
 164
 165
 166
 167
 168
 169
 170
 171
 172
 173
 174
 175
 176
 177
 178
 179
 180
 181
 182
 183
 184
 185
 186
 187
 188
 189
 190
 191
 192
 193
 194
 195
 196
 197
 198
 199
 200
 201
 202
 203
 204
 205
 206
 207
 208
 209
 210
 211
 212
 213
 214
 215
 216
 217
 218
 219
 220
 221
 222
 223
 224
 225
 226
 227
 228
 229
 230
 231
 232
 233
 234
 235
 236
 237
 238
 239
 240
 241
 242
 243
 244
 245
 246
 247
 248
 249
 250
 251
 252
 253
 254
 255
 256
 257
 258
 259
 260
 261
 262
 263
 264
 265
 266
 267
 268
 269
 270
 271
 272
 273
 274
 275
 276
 277
 278
 279
 280
 281
 282
 283
 284
 285
 286
 287
 288
 289
 290
 291
 292
 293
 294
 295
 296
 297
 298
 299
 300
 301
 302
 303
 304
 305
 306
 307
 308
 309
 310
 311
 312
 313
 314
 315
 316
 317
 318
 319
 320
 321
 322
 323
 324
 325
 326
 327
 328
 329
 330
 331
 332
 333
 334
 335
 336
 337
 338
 339
 340
 341
 342
 343
 344
 345
 346
 347
 348
 349
 350
 351
 352
 353
 354
 355
 356
 357
 358
 359
 360
 361
 362
 363
 364
 365
 366
 367
 368
 369
 370
 371
 372
 373
 374
 375
 376
 377
 378
 379
 380
 381
 382
 383
 384
 385
 386
 387
 388
 389
 390
 391
 392
 393
 394
 395
 396
 397
 398
 399
 400
 401
 402
 403
 404
 405
 406
 407
 408
 409
 410
 411
 412
 413
 414
 415
 416
 417
 418
 419
 420
 421
 422
 423
 424
 425
 426
 427
 428
 429
 430
 431
 432
 433
 434
 435
 436
 437
 438
 439
 440
 441
 442
 443
 444
 445
 446
 447
 448
 449
 450
 451
 452
 453
 454
 455
 456
 457
 458
 459
 460
 461
 462
 463
 464
 465
 466
 467
 468
 469
 470
 471
 472
 473
 474
 475
 476
 477
 478
 479
 480
 481
 482
 483
 484
 485
 486
 487
 488
 489
 490
 491
 492
 493
 494
 495
 496
 497
 498
 499
 500
 501
 502
 503
 504
 505
 506
 507
 508
 509
 510
 511
 512
 513
 514
 515
 516
 517
 518
 519
 520
 521
 522
 523
 524
 525

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140
141
142
143
144
145
146
147
148
149
150
151
152
153
154
155
156
157
158
159
160
161
162
163
164
165
166
167
168
169
170
171
172
173
174
175
176
177
178
179
180
181
182
183
184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218
219
220
221
222
223
224
225
226
227
228
229
230
231
232
233
234
235
236
237
238
239
240
241
242
243
244
245
246
247
248
249
250
251
252
253
254
255
256
257
258
259
260
261
262
263
264
265
266
267
268
269
270
271
272
273
274
275
276
277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301
302
303
304
305
306
307
308
309
310
311
312
313
314
315
316
317
318
319
320
321
322
323
324
325
326
327
328
329
330
331
332
333
334
335
336
337
338
339
340
341
342
343
344
345
346
347
348
349
350
351
352
353
354
355
356
357
358
359
360
361
362
363
364
365
366
367
368
369
370
371
372
373
374
375
376
377
378
379
380
381
382
383
384
385
386
387
388
389
390
391
392
393
394
395
396
397
398
399
400
401
402
403
404
405
406
407
408
409
410
411
412
413
414
415
416
417
418
419
420
421
422
423
424
425
426
427
428
429
430
431
432
433
434
435
436
437
438
439
440
441
442
443
444
445
446
447
448
449
450
451
452
453
454
455
456
457
458
459
460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500
501
502
503
504
505
506
507
508
509
510
511
512
513
514
515
516
517
518
519
520
521
522
523
524
525
526
527
528
529
530
531
532
533
534
535
536
537
538
539
540
541
542
543
544
545
546
547
548
549
550
551
552
553
554
555
556
557
558
559
560
561
562
563
564
565
566
567
568
569
570
571
572
573
574
575
576
577
578
579
580
581
582
583
584
585
586
587
588
589
590
591
592
593
594
595
596
597
598
599
600
601
602
603
604
605
606
607
608
609
610
611
612
613
614
615
616
617
618
619
620
621
622
623
624
625
626
627
628
629
630
631
632
633
634
635
636
637
638
639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682
683
684
685
686
687
688
689
690
691
692
693
694
695
696
697
698
699
700
701
702
703
704
705
706
707
708
709
710
711
712
713
714
715
716
717
718
719
720
721
722
723
724
725
726
727
728
729
730
731
732
733
734
735
736
737
738
739
740
741
742
743
744
745
746
747
748
749
750
751
752
753
754
755
756
757
758
759
760
761
762
763
764
765
766
767
768
769
770
771
772
773
774
775
776
777
778
779
780
781
782
783
784
785
786
787
788
789
790
791
792
793
794
795
796
797
798
799
800
801
802
803
804
805
806
807
808
809
810
811
812
813
814
815
816
817
818
819
820
821
822
823
824
825
826
827
828
829
830
831
832
833
834
835
836
837
838
839
840
84

Continued on next page

NYSE COMPOSITE PRICES

[illegible]

NASDAQ NATIONAL MARKET

[illegible]**AMEX COMPOSITE PRICES** 4 pm close March 17

Stock	Div.	P/E	5 Yrs	High	Low	Close	Clng	Stock	Div.	P/E	5 Yrs	High	Low	Close	Clng	Stock	Div.	P/E	5 Yrs	High	Low	Close	Clng
4th Major		179	111	14	14	14	14	Crut Pk		0.61	69	5	5	5	5	Health	0.28	18	100	36	35	35	35
5th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
6th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
7th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
8th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
9th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
10th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
11th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
12th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
13th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
14th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
15th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
16th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
17th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
18th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
19th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
20th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
21st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
22nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
23rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
24th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
25th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
26th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
27th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
28th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
29th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
30th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
31st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
32nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
33rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
34th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
35th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
36th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
37th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
38th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
39th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
40th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
41st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
42nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
43rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
44th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
45th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
46th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
47th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
48th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
49th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
50th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
51st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
52nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
53rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
54th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
55th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
56th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
57th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
58th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
59th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
60th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
61st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
62nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
63rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
64th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
65th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
66th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
67th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
68th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
69th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
70th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
71st Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
72nd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
73rd Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
74th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
75th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
76th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
77th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	
78th Major	0.20	15	323	21	21	21	21	Combinco		0.30	2	2	2	2	2	Health Ch	0.33	21	3	3	3	3	

**GET YOUR FT HAND DELIVERED IN COPENHAGEN,
AARHUS, AALBORG, ESBJERG AND ODENSE.**

If you work in the business centres of Copenhagen, Aarhus, Aalborg, Esbjerg and Odense we'll deliver your daily copy of the FT to your office at no extra cost. Call Erna Pio for details on Copenhagen 3313 4441.



AMERICA

Philadelphia Fed data provide some support

Wall Street

US share prices were mixed after an incipient rally on the bond market fizzled out, but advancing technology stocks pushed the Nasdaq into record territory, writes Frank McGurty in New York.

By 1 pm, the Dow Jones Industrial Average was 2.01 lower at 3,846.14, while the more broadly based Standard & Poor's 500 eased 0.27 to 588.15. In the secondary markets, the American SE composite inched 0.23 above to 470.05. The Nasdaq composite was 2.39 better at 801.38, just above the all-time closing high of 800.48 reached on January 31.

Equity prices moved steadily ahead in early trading, supported by comforting data from the Federal Reserve of Philadelphia. Its March business outlook survey showed a moderating growth trend in the region, and a significant decline in prices paid by manufacturers.

The news set off a flurry of buying in the benchmark 30-year Treasury bond, which had rebounded in the previous two days on a series of data suggesting that inflation was in check.

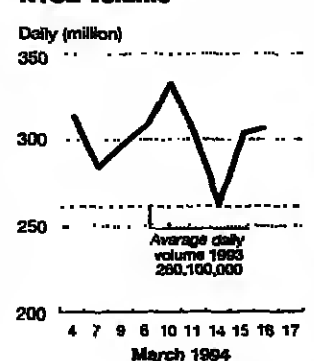
But the long bond's rally could not be sustained. As a

result, the modest advance in share prices eroded. Most of the Dow industrials entered the afternoon session showing little change on the day.

There were exceptions. Alcoa climbed 1 1/4 to \$75, while General Electric fell 1/4 to \$102 1/2.

Among the airlines, AMR, parent of American Airlines,

NYSE volume



shed 1 1/4 to \$62 1/2 after warning that it expected a loss greater than Wall Street's estimate of 24 cents a share. Elsewhere in the sector, Delta dropped \$1 to \$49 1/2 and UAL, United Airlines' parent, fell 1 1/4 to \$130.

In other transport-related issues, Airborne Freight fell 1 1/4 to \$36 1/2, while Federal Express, its rival in the pack-

age delivery business, lost \$1 1/4 at \$70 1/2.

Amoco, up 1 1/4 at \$53 1/2, and US Surgical, 1 1/4 ahead at \$19 1/2, continued to rise on expectations that their 1994 performances would show improvement.

On the Nasdaq, Lotus Development surged 3 1/2 to \$83 1/2 after announcing a marketing and development agreement with AT&T. Intel gained 1 1/4 to \$73 and Aldus 1 1/4 to \$53 1/2.

Brazil

Shares in São Paulo recovered early losses as confidence returned following disappointment after hours on Wednesday that the IMF had yet to agree a stand-by loan for the country. At mid-session the Bovespa index was up 257 or 2 per cent at 14,371, having earlier dipped to a session low of 13,625.

On Wednesday the index rose 4.2 per cent ahead of the IMF announcement.

Canada

Toronto stocks edged higher at midday, led by gains in the mining, energy and forestry product sectors, offsetting losses in gold and pipelines.

The TSX 300 composite index climbed 7.40 to 4,533.00.

ASIA PACIFIC

Fall in Hong Kong puts selling pressure on region

Tokyo

Although heavy profit-taking ahead of the March 31 book closing depressed share prices, the Nikkei 225 average was finally only marginally lower as some of the losses were eroded by foreign investors' purchases of large-capital blue chip issues, writes Emiko Terazono in Tokyo.

The Nikkei lost 85.61 at 20,592.16 after a day's high of 20,692.97 and low of 20,449.44. Corporate selling pressured prices from the start, but the index fluctuated in a narrow range during the afternoon, supported by bargain hunting.

Volume amounted to 870m shares, against 639m. Traders forecast that corporate and institutional profit-taking would last to the end of the month, but also noted growing investor confidence.

Declines led rises by 598 to 427, with 163 issues unchanged. The Topix index of all first-section stocks shed 4.74 to 1,643.53 and the Nikkei 300 was 0.91 easier at 303.12. But in London the ISE/Nikkei 50 index gained 3.40 at 1,368.13.

Steels continued to be bought by foreign investors. Nippon Steel, the most active issue of the day, rose ¥4 to ¥380 and Kawasaki Steel moved up ¥3 to ¥373.

Overseas investors also purchased blue chip high-technology stocks. Hitachi strengthening ¥13 to ¥970 and NEC ¥30 to ¥1,110.

Trading houses were higher on reports of their entry into the multimedia industry through cable television. Mito subunit gained ¥30 to ¥1,130 and Nissbo Iwai ¥11 to ¥484.

Profit-taking depressed car shares. Toyota Motor receded ¥10 to ¥2,000 and Nissan Motor ¥18 to ¥897.

Construction issues were also lower, with Obayashi down ¥23 to ¥660 and Tobish-

ima falling ¥11 to ¥517. Department stores, which are expected to report weak earnings, lost ground, with Mitoku receding ¥13 to ¥942.

Some individuals and dealers targeted speculative stocks. Honshu Paper forged ahead ¥48 to ¥770 and Keisei Electric Railway ¥36 to ¥1,010.

In Osaka, the OSE average slipped 42.78 to 22,645.16 in volume of 156m shares.

Roundup

A sharp fall in Hong Kong affected neighbouring markets, although some rises were recorded further afield.

HONG KONG shed 2.1 per cent, led by selling in the futures market, the Hang Seng index losing 20.48 at 5,812.13 after a day's low of 5,822.79. Turnover picked up to a provisional HK\$4.8bn from Wednesday's HK\$3.5bn.

HSBC was the most active stock, falling HK\$2.50 to HK\$96.50 in turnover of HK\$410.2m. Cheung Kong lost HK\$1 at HK\$40 and Hang Seng Bank HK\$1.50 at HK\$53.50.

KUALA LUMPUR was 1.8 per cent lower, depressed by broadly based profit-taking among index-linked stocks and second and third liners. The composite index fell 19.23 to 1,027.20.

SINGAPORE was marked down 1.5 per cent, pressured by institutions unloading blue chips and speculators selling cheaper-priced stocks. The downward pressure was also attributed to programme-linked selling and redemption selling from foreign investors.

The Straits Times Industrial index dipped 32.16 to 2,153.65. DBS Land fell 14 cents to \$84.02 in spite of posting healthy 1993 earnings.

SEOUL continued to retreat for the third straight day amid further consolidation in blue chips, and the composite index receded 7.97 to 838.55.

MANILA rose sharply on strong buying of blue chip stocks, taking the composite index ahead 70.41, or 2.6 per cent, to 2,713.31.

While volume fell to 3,040m shares from Wednesday's 3,490m, turnover value increased to 1,140m pesos from 1,080m pesos.

TAIWAN put on 1.2 per cent as buyers came into the market late in the day. The weighted index rose 65.72 to 5,397.06, although turnover was thin at TS\$3.05bn.

AUSTRALIA eased in light trading, reflecting a weakness in the bond market. The All Ordinaries index shed 9.1 to 2,164.4 in AS\$27.2m turnover.

BHP slipped 4 cents to AS\$17.46 and Western Mining declined 50 cents to AS\$7.13, but CRA defied the trend, rising 10 cents to AS\$17.76.

CHINA'S B shares weakened, with Shanghai's index losing 2.7 per cent to 61.71 and the Shenzhen index 0.5 per cent to 69.89.

Brokers commented that overseas investors were worried about the overheating economy, with many reweighting portfolios in favour of Japan.

KARACHI closed at a record high on strength in the financial sector as the market resumed trading after a seven-day holiday.

The KSE 100-share index rose 27.65 to 2,589.71.

BOMBAY was steady, the BSE 30-share index edging up 1.02 to 3,792.88, as liquidity picked up marginally from the very low levels of the previous two sessions, which followed the imposition of a ban on forward trading.

COLOMBO finished higher, the all-share index gaining 11.23 at 1,352.02, but brokers said they expected the improvement to prove short-lived and that the market would resume the correction which began on March 1.

Political reform sustains Milan bourse

Analysts are positive ahead of this month's general election, writes Michael Morgan

The Italian equity market, one of Europe's best performers last year, has been looking remarkably resilient as the country prepares to go to the polls on March 27 and 28, for what is arguably the most important general election since 1945.

The Comit index posted a 38 per cent advance during 1993, as heavy domestic demand was augmented by buying from the UK, Germany and France.

US investors have joined the fray this year and the market has risen a further 9.9 per cent, boosted by the successful privatisations of the IMI financial services group and Banca Commerciale Italiana, and the planned fusion and privatisation later this year of the telecommunications sector, a long time favourite with foreign investors.

But turnover, while still high, has slipped this month from the record levels seen in February when it surged to a daily average of almost L\$55bn, peaking at around L\$200bn on some trading days.

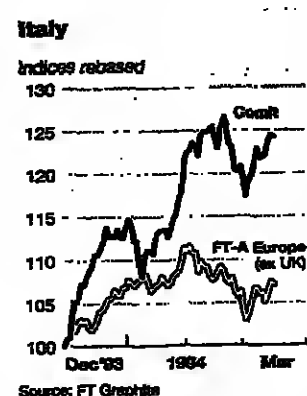
Last year's strong performance took place against an unpromising background of political uncertainty and the fast unfolding and widening corruption scandal.

Few doubt that the market faces a period of uncertainty while the new coalition government, whatever its ultimate composition, finds its feet.

However, most analysts are positive on the medium term outlook. Mr Lorenzo Stanca at Credito Italiano expects that the generally acknowledged need for constitutional reform will trigger the formation of a broad coalition, but not perhaps for 45 to 60 days after the polls, as parties jockey for position.

He says that the next cabinet will have room to continue the policy of cutting the budget deficit begun by the Amato and Ciampi administrations. The financial markets, he expects, will react negatively in the immediate aftermath of the election, before picking up again as the identity of the new government becomes clearer.

Mr Nicholas Potter, his col-



league, expects to see the Comit index up at the 760 level within a year, from 680 yesterday. He says the economic picture facing the incoming administration will include inflation falling as a result of structural changes in the labour, service and retail markets.

However, he thinks that the official target of 2.5 per cent inflation by the end of this year, compared with last

month's provisional 4.2 per cent, is optimistic.

Mr Potter adds that service sector employment is falling rapidly for the first time in nearly 20 years, which will leave consumption flat in 1994; and he thinks the aim of reducing the public sector borrowing requirement as a proportion of gross domestic product will need to be achieved through spending cuts rather than new taxes, which are already becoming unbearably high.

Mr Fabio Basagni of Activest, an independent research group, sees no reason to change his forecast of a rise to around the 800 level in the Comit index by August, before the market stages its traditional reversal during the autumn as complex negotiations get under way for the 1995 finance bill.

He expects a moderate, centre-right inspired coalition government to emerge from the election and believes that the equity market has already decided that this would be a vast improvement on previous administrations.

The market, he says, will continue to be driven by strong liquidity, the accelerating privatisation process, the positive outlook for the lira and the strength and speed of an export-led economic recovery.

Mr Mark Howdle at JP Morgan expects Italy to be the strongest performer among the main European markets this year, and he believes that shares could rise by a further 35 per cent over the coming 12 to 18 months, taking the Comit index above its life-time high of 906 set in May 1986.

"Italy's partial catch-up with other European markets over the past 16 months was a period of rehabilitation, when a chronically underperforming market began to react to prospects of structural reform in Italian society," he says. But this year and next should be a period of "re-rating", in which its financial markets adjust more fully to the radical political and economic changes already achieved, as well as those still to come.

EUROPE

Continent weakens after Buba holds ground

Bourses were mildly higher in the morning, but tended to ease after the Bundesbank left key interest rates unchanged, writes Our Markets Staff.

FRANKFURT led the way with the Dax index 2.33 higher at 2,175.05 on the session, but falling to 2,160.45 as bond and index futures weakened in the afternoon. Turnover fell from DM9.7bn to DM8bn.

Financials, which had risen earlier this week on interest rate hopes, came back on the Bube news, Deutsche Bank weakening from a close of DM63.2 to DM60.50. Chemicals were also weak after gains earlier in the day, and there was a suggestion of nervousness ahead of today's "triple-witching" expiry of stock and Dax future options.

BMW came in the afternoon with a one-for-eleven rights issue and a comparatively gentle fall in 1993 profits, according to Mr Christopher Will at Lehman Brothers, who noted the comparison with Volkswagen's DM1.9bn loss, confirmed at around the same time. The rights issue took BMW down to DM55 at one point from its earlier close of DM67, before the profit brought it back to DM59.50 at the end of the day.

Lufthansa had a better reception for a substantially reduced parent company loss for 1993, which took the shares in the airline up DM2 to DM197 in floor trading. In specialty chemicals, Beiersdorf jumped DM26, or 3.1 per cent to DM878 on a better than expected 13 per cent rise in net profits.

PARIS remained in positive territory, although the CAC-40 index ended off the day's high of 2,280.50 with a rise of 5.13 to 2,277.84. Turnover was a little under FF\$4bn.

LVMH and its associates were the day's main story as the luxury goods group pleased the market with its results, lifting the shares FF\$206 or 5 per cent to FF\$4,389.

The effect rubbed off on associates Christian Dior, up FF\$16.4 or 4.4 per cent at FF\$400.

FF\$389.90 and Bon Marche, the supermarket chain, up FF\$41 or 5.3 per cent at FF\$780.

Merrill Lynch, in a note issued earlier this week, upgraded LVMH from neutral to above average, reckoning that after two years of underperformance, all the bad news was out.

AMSTERDAM closed slightly lower in line with the trend elsewhere on the continent, the AEX index slipping just 0.74 to 424.50 after an earlier session high of 427.84.

Results came in from Elsevier, Hoogovens, and Ahold; the first two fell back and the latter rose against the trend.

Elsevier was one of the day's biggest fallers, off Ff4.30 at Ff177.40, although its results came broadly in line with expectations. Some brokers expressed disappointment over its cautious forecast for 1994.

Hoogovens off Ff1.20 at Ff164.80, suffered on news of a convertible bond launch, while

FT-SE Actuaries Share Indices

Hourly changes	Open	10.30	11.00	12.00	13.00	14.00	15.00	Close
FT-SE Europe 100	1489.84	1471.03	1470.02	1470.02	1468.87	1468.87	1468.87	1461.08
FT-SE Europe 200	1500.28	1501.02	1500.85	1501.02	1511.75	1502.86	1503.11	1503.28
		Mar 16	Mar 15	Mar 14	Mar 13	Mar 12	Mar 11	Mar 10
FT-SE Europe 100	1488.25	1488.25	1488.25	1488.25	1488.25	1488.25	1488.25	1488.25
FT-SE Europe 200	1504.22	1513.24	1495.08	1471.59	1484.35			

Base index 1980 = 100; 1980/81: 100; 1981/82: 100; 1982/83: 100; 1983/84: 100; 1984/85: 100; 1985/86: 100; 1986/87: 100; 1987/88: 100; 1988/89: 100; 1989/90: 100; 1990/91: 100; 1991/92: 100; 1992/93: 100; 1993/94: 100; 1994/95: 100; 1995/96: 100; 1996/97: 100; 1997/98: 100; 1998/99: 100; 1999/00: 100; 2000/01: 100; 2001/02: 100; 2002/03: 100; 2003/04: 100; 2004/05: 100; 2005/06: 100; 2006/07: 100; 2007/08: 100; 2008/09: 100; 2009/10: 100; 2010/11: 100; 2011/12: 100; 2012/13: 100; 2013/14: 100; 2014/15: 100; 2015/16: 100; 2016/17: 100; 2017/18: 100; 2018/19: 100; 2019/20: 100; 2020/21: 100; 2021/22: 100; 2022/23: 100; 2023/24: 100; 2024/25: 100; 2025/26: 100; 2026/27: 100; 2027/28: 100; 2028/29: 100; 2029/30: 100; 2030/31: 100; 2031/32: 100; 2032/33: 100; 2033/34: 100; 2034/35: 100; 2035/36: 100; 2036/37: 100; 2037/38: 100; 2038/39: 100; 2039/40: 100; 2040/41: 100; 2041/42: 100; 2042/43: 100; 2043/44: 100; 2044/45: 100; 2045/46: 100; 2046/47: 100; 2047/48: 100; 2048/49: 100; 2049/50: 100; 2050/51: 100; 2051/52: 100; 2052/53: 100; 2053/54: 100; 2054/55: 100; 2055/56: 100; 2056/57: 100; 2057/58: 100; 2058/59: 100; 2059/60: 100; 2060/61: 100; 2061/62: 100; 2062/63: 100; 2063/64: 100; 2064/65: 100; 2065/66: 100; 2066/67: 100; 2067/68: 100; 2068/69: 100; 2069/70: 100; 2070/71: 100; 2071/72: 100; 2072/73: 100; 2073/74: 100; 2074/75: 100; 2075/76: 100; 2076/77: 100; 2077/78: 100; 2078/79: 100; 2079/80: 100; 2080/81: 100; 2081/82: 100; 2082/83: 100; 2083/84: 100; 2084/85: 100; 2085/86: 100; 2086/87: 100; 2087/88: 100; 2088/89: 100; 2089/90: 100; 2090/91: 100; 2091/92: 100; 2092/93: 100; 2093/94: 100; 2094/95: 100; 2095/96: 100; 2096/97: 100; 2097/98: 100; 2098/99: 100; 2099/00: 100; 2100/01: 100; 2101/02: 100; 2102/03: 100; 2103/04: 100; 2104/05: 100; 2105/06: 100; 2106/07: 100; 2107/08: 100; 2108/09: 100; 2109/10: 100; 2110/11: 100; 2111/12: 100; 2112/13: 100; 2113/14: 100; 2114/15: 100; 2115/16: 100; 2116/17: 100; 2117/18: 100; 2118/19: 100; 2119/20: 100; 2120/21: 100; 2121/22: 100; 2122/23: 100; 2123/24: 100; 2124/25: 100; 2125/26: 100; 2126/27: 100; 2127/28: 100; 2128/29: 100; 2129/30: 100; 2130/31: 100; 2131/32: 100; 2132/33: 100; 2133/34: 100; 2134/35: 100; 2135/36: 100; 2136/37: 100; 2137/38: 100; 2138/39: 100; 2139/40: 100; 2140/41: 100; 2141/42: 100; 2142/43: 100; 2143/44: 100; 2144/45: 100; 2145/46: 100; 2146/47: 100; 2147/48: 100; 2148/49: 100; 2149/50: 100; 2150/51: 100; 2151/52: 100; 2152/53: 100; 2153/54: 100; 2154/55: 100; 2155/56: 100; 2156/57: 100; 2157/58: 100; 2158/59: 100; 2159/60: 100; 2160/61: 100; 2161/62: 100; 2162/63: 100; 2163/64: 100; 2164/65: 100; 2165/66: 100; 2166/67: 100; 2167/68: 100; 2168/69: 100; 2169/70: 100; 2170/71: 100; 2171/72: 100; 2172/73: 100; 2173/74: 100; 2174/75: 100; 2175/76: 100; 2176/77: 100; 2177/78: 100; 2178/79: 100; 2179/80: 100; 2180/81: 100; 2181/82: 100; 2182/83: 100; 2183/84: 100; 2184/85: 100; 2185/86: 100; 2186/87: 100; 2187/88: 100; 2188/89: 100; 2189/90: 100; 2190/91: 100; 2191/92: 100; 2192/93: 100; 2193/94: 100; 2194/95: 100; 2195/96: 100; 2196/97: 100; 2197/98: 100; 2198/99: 100; 2199/00: 100; 2200/01: 100; 2201/02: 100; 2202/03: 100; 2203/04: 100; 2204/05: 100; 2205/06: 100; 2206/07: 100; 2207/08: 100; 2208/09: 100; 2209/10: 100; 2210/11: 100; 2211/12: 100; 2212/13: 100; 2213/14: 100; 2214/15: 100; 2215/16: 100; 2216/17: 100; 2217/18: 100; 2218/19: 100; 2219/20: 100; 2220/21: 100; 2221/22: 100; 2222/23: 100; 2223/24: 100; 2224/25: 100; 2225/26: 100; 2226/27: 100; 2227/28: 100; 2228/29: 100; 2229/30: 100; 2230/31: 100; 2231/32: 100; 2232/33: 100; 2233/34: 100; 2234/35: 100; 2235/36: 100; 2236/37: 100; 2237/38: 100; 2238/39: 100; 2239/40: 100; 2240/41: 100; 2241/42: 100; 2242/43: 100; 2243/44: 100; 2244/45: 100; 2245/46: 100; 2246/47: 100; 2247/48: 100; 2248/49: 100; 2249/50: 100; 2250/51: 100; 2251/52: 100; 2252/53: 100; 2253/54: 100; 2254/55: 100; 2255/56: 100; 2256/57: 100; 2257/58: 100; 2258/59: 100; 2259/60: 100; 2260/61: 100; 2261/62: 100; 2262/63: 100; 2263/64: 100; 2264/65: 100; 2265/66: 100; 2266/67: 100; 2267/68: 100; 2268/69: 100; 2269/70: 100; 2270/71: 100; 2271/72: 100; 2272/73: 100; 2273/74: 100; 2274/75: 100; 2275/76: 100; 2276/77: 100; 2277/78: 100; 2278/79: 100; 2279/80: 100; 2280/81: 100; 2281/82: 100; 2282/83: 100; 2283/84: 100; 2284/85: 100; 2285/86: 100; 2286/87: 100; 2287/88: 100; 2288/89: 100; 2289/90: 100; 2290/91: 100; 2291/92: 100; 2292/93: 100; 2293/94: 100; 2294/95: 100; 2295/96: 100; 2296/97: 100; 2297/98: 100; 2298/99: 100; 2299/00: 100; 2300/01: 100; 2301/02: 100; 2302/03: 100; 2303/04: 100; 2304/05: 100; 2305/06: 100; 2306/07: 100; 2307/08: 100; 2308/09: 100; 2309/10: 100; 2310/11: 100; 2311/12: 100; 2312/13: 100; 2313/14: 100; 2314/15: 100; 2315/16: 100; 2316/17: 100; 2317/18: 100; 2318/19: 100; 2319/20: 100; 2320/21: 100; 2321/22: 100; 2322/23: 100; 2323/24: 100; 2324/25: 100; 2325/26: 100; 2326/27: 100; 2327/28: 100; 2328/29: 100; 2329/30: 100; 2330/31: 100; 2331/32: 100; 2332/33: 100; 2333/34: 100; 2334/35: 100; 2335/36: 100; 2336/37: 100; 2337/38: 100; 2338/39: 100; 2339/40: 100; 2340/41: 100; 2341/42: 100; 2342/43: 100; 2343/44: 100; 2344/45: 100; 2345/46: 100; 2346/47: 100; 2347/48: 100; 2348/49: 100; 2349/50: 100; 2350/51: 100; 2351/52: 100; 2352/53: 100; 2353/54: 100; 2354/55: 100; 2355/56: 100; 2356/57: 100; 2357/58: 100; 2358/59: 100; 2359/60: 100; 2360/61: 100; 2361/62: 100; 2362/63: 100; 2363/64: 100; 2364/65: 100; 2365/66: 100; 2366/67: 100; 2367/68: 100; 2368/69: 100; 2369/70: 100; 2370/71: 100; 2371/72: 100; 2372/73: 100; 2373/74: 100; 2374/75: 100; 2375/76: 100; 2376/77: 100; 2377/78: 100; 2378/79: 100; 2379/80: 100; 2380/81: 100; 2381/82: 100; 2382/83: 100; 2383/84: 100; 2384/85: 100; 2385/86: 100; 2386/87: 100; 2387/88: 100; 2388/89: 100; 2389/90: 100; 2390/91: 100; 2391/92: 100; 2392/93: 100; 2393/94: 100; 2394/95: 100; 2395/96: 100; 2396/97: 100; 2397/98: 100; 2398/99: 100; 2399/00: 100; 2400/01: 100; 2401/02: 100; 2402/03: 100; 2403/04: 100; 2404/05: 100; 2405/06: 100; 2406/07: 100; 24

RECRUITMENT

JOBS: As a new style of organisation emerges from the recession, companies are turning to temporary managers

The permanent temp is a Handyman

How hard do you need to work at getting a job? Most people have heard of aspirants firing off scores of applications and advertisements attracting hundreds of inquiries, even for quite lowly posts.

There is nothing unusual about the committed job seeker, but the trend towards more flexible workforces and slimmer companies is influencing individual approaches to employment.

Richard McKeown has gone one step further than chasing every vacancy, turning his skills as a chartered secretary into an aggressively marketed business service aimed at short-term employment opportunities. McKeown, 46, who lives in Uxbridge, west London, was made redundant in 1987 after the company he worked for moved to south Wales and he decided not going to go with it.

He invested £7,000 with an outplacement agency which did not find him a job but which gave him valuable advice about interviews and how to write a CV.

Since 1988 he has had a series of temporary contracts in the company secretarial role and is now completing a short stint as a temporary assistant company secretary at Kingfisher.

McKeown's name is registered with three recruitment agencies but he has gone beyond being merely a hopeful job applicant. He spends £5,000 a year on marketing himself. This includes employing a public relations expert.

He produces a glossy brochure advertising his skills, experience, previous employers, selected references and the work he is capable of doing. He is, in his own words, "the all singing, all dancing one-man band".

McKeown may be the manager of the future: the sort of individual whom management philosopher Charles Handy, writes about in his new book, *The Empty Raincoat*.

Handy talks about a portfolio approach to life where you decide how much you want to work, how you want to work and where you want to work. Newly restructured organisations, he has observed, are moving increasingly towards the employment of fee-charging professionals.

A whole new employment industry has sprung up over the past 10-15 years to provide temporary - or "interim" - managers.

Many do not see themselves as temporary workers in the long term but are prepared to fulfil such roles until a permanent post comes along. McKeown claims to have "crossed the Rubicon" in this respect and now sees himself as a permanent temp.

He says he does not feel insecure, has never been despairing and is relaxed about his prospects. His experience as an inter-

im employee is growing. His former clients include BTR, Lautro and Mercury Communications.

The use of temporary staff started in Silicon Valley in the US among start-up companies. They employed a core of essential staff on a permanent basis and made up the rest of their workforce with temporary contractors.

Now the strategy is spreading to individual managers.

McKeown argues that it can be good for professionals because they can command higher fees than they would get on a salary basis. It can be good for the company because it is buying a short-term and often essential stop gap at a fixed price. The downside for the employer would seem to be cost and, to some extent, uncertainty about quality, although the temporary nature of the employment lessens the potential damage of recruiting a dud.

Jeff Groat, managing director of Robert Half, which has about 500 temporary accountants on its books, says: "As companies have come out of the recession they are not rushing to recruit staff back on a permanent basis."

"The traditional temp has changed dramatically. It used to be in low-level grades but there are now some very senior people doing it."

Charles Russam, managing director of the GMS consultancy and secretary of the Association of Temporary and Interim Executive Services, says his company database lists 3,500 executives to supply companies that need hands-on management help, often on a part-time basis.

Use of the temporary professional has expanded markedly in the field of information technology. About 20,000 to 30,000 freelance employees are working in this area in the UK, with about 20 agencies marketing their services. The biggest operator, CSS-Comac, has about 1,100 people working. Tony Coombes, professional services director of Systems Resources of Coventry, which has about 500 contract staff working for employers such as IBM, says quality control is becoming increasingly important as customer companies are demanding good people and consistency from suppliers.

"Everyone we place is an ambassador of the company. If they don't do well, manufacturers will blame us," he says.

The company has become rigorous with its contractors. All conversations with freelancers discussing their abilities are recorded afterwards and kept on file. "It may appear big brotherish but it's not. It is really a way of making a quality selection against the requirement the client gives us," Coombes says.

As registered employment agencies, such companies take their fees from employers. "It means that we owe a duty of care to our clients so it is in our inter-

ests to ensure that the people we are supplying are of a good calibre," says Russam.

Interest in temporary managers is growing, he says, among expanding small businesses which need hands-on management help, often on a part-time basis.

Use of the temporary professional has expanded markedly in the field of information technology. About 20,000 to 30,000 freelance employees are working in this area in the UK, with about 20 agencies marketing their services. The biggest operator, CSS-Comac, has about 1,100 people working. Tony Coombes, professional services director of Systems Resources of Coventry, which has about 500 contract staff working for employers such as IBM, says quality control is becoming increasingly important as customer companies are demanding good people and consistency from suppliers.

"Everyone we place is an ambassador of the company. If they don't do well, manufacturers will blame us," he says.

The company has become rigorous with its contractors. All conversations with freelancers discussing their abilities are recorded afterwards and kept on file. "It may appear big brotherish but it's not. It is really a way of making a quality selection against the requirement the client gives us," Coombes says.

As registered employment agencies, such companies take their fees from employers. "It means that we owe a duty of care to our clients so it is in our inter-

ests to ensure that the people we are supplying are of a good calibre," says Russam.

Interest in temporary managers is growing, he says, among expanding small businesses which need hands-on management help, often on a part-time basis.

Use of the temporary professional has expanded markedly in the field of information technology. About 20,000 to 30,000 freelance employees are working in this area in the UK, with about 20 agencies marketing their services. The biggest operator, CSS-Comac, has about 1,100 people working. Tony Coombes, professional services director of Systems Resources of Coventry, which has about 500 contract staff working for employers such as IBM, says quality control is becoming increasingly important as customer companies are demanding good people and consistency from suppliers.

"Everyone we place is an ambassador of the company. If they don't do well, manufacturers will blame us," he says.

The company has become rigorous with its contractors. All conversations with freelancers discussing their abilities are recorded afterwards and kept on file. "It may appear big brotherish but it's not. It is really a way of making a quality selection against the requirement the client gives us," Coombes says.

As registered employment agencies, such companies take their fees from employers. "It means that we owe a duty of care to our clients so it is in our inter-

ests to ensure that the people we are supplying are of a good calibre," says Russam.

Richard Donkin

UK Equity Analysts

Top Asset Management House

Competitive Salary + First Class Bank Benefits

City

Exceptional opportunity for two talented sector specialists to join highly successful c.£50 billion investment management business, part of prestigious UK based international merchant banking group. Meritocratic environment where individual responsibility is encouraged and rewarded.

THE POSITIONS

- Analysts will cover either the consumer sector (particularly food retailing and/or stores) or the financial sector (focusing on banks and/or property).
- Part of well established, high calibre, UK research team, rigorous in style. Considerable involvement in stock selection.
- Individual accountability high. Extensive senior level contact with corporate management.

QUALIFICATIONS

- Ideal candidates will be graduates, with at least two years experience as equity analysts in leading investment management business or stockbroker. Knowledge of relevant sectors preferred.
- Alternatively, relevant industry experience considered.
- Confident, credible, enthusiastic and incisive. Excellent communication skills, numeracy and persuasive ability essential.

Please send full cv, stating salary, Ref N1049 NBS, 54 Jermy Street, London SW1Y 6LX

NBS SELECTION LTD
a BNB Resources plc company

NBS

London 071 493 6392
Aberdeen • Birmingham • Bristol • Edinburgh
Glasgow • Leeds • Manchester • Slough

Corporate Finance

US Investment Bank

To £50,000 + Bonus

City

Rare opportunity for talented young professional to join corporate finance team of prestigious US Investment Bank at Associate level.

THE COMPANY

- Blue chip American firm. Long established. Knowledge driven. Client focused.
- Provides full range of investment banking services including public and private financings, M&A and client advisory assignments.
- Over 20 offices worldwide. London is European headquarters.

THE POSITION

- Key member of small European team. Full involvement in all aspects of transactions.
- Support marketing initiatives. Client contact at senior levels.

QUALIFICATIONS

- Highly motivated, entrepreneurial and ambitious. Ideally aged 27-33. Mature graduate, probably with further professional qualification.
- Minimum two years relevant experience with top investment/merchant bank.
- Strong interpersonal and communication skills. Must thrive in small team environment.
- Knowledge of healthcare, technology or media/communications would be considered an advantage, as would European language skills.

Please send full cv, stating salary, Ref N0707 NBS, 54 Jermy Street, London SW1Y 6LX

NBS SELECTION LTD
a BNB Resources plc company

NBS

London 071 493 6392
Aberdeen • Birmingham • Bristol • Edinburgh
Glasgow • Leeds • Manchester • Slough

Risk & Performance Analyst

Fund Management

London

£ Excellent

Our client is a blue chip financial services institution with a worldwide reputation for excellence. They have spent the past 10 years developing and improving a methodology for evaluating the risks of fixed interest investments. There is a well established team dedicated to this service in New York and Europe and now our client is seeking an individual to concentrate on this area in their London office.

Working closely with colleagues overseas, the successful candidate will analyse the risks associated with fixed interest managed funds. This will involve looking at the fund portfolio holdings, the historic performance and the management, as well as such specific issues as concentration and liquidity risk. In addition, this position involves establishing relationships with both fund managers and investors in the UK to increase the awareness of this service.

Applicants should be of graduate calibre and will

already have a good understanding of financial instruments and fund management techniques. This experience may have been gained in a variety of environments including fund management, investment consultancy, a competitor or performance analysis position. The successful individual will be a confident self-starter, able to work both independently and in a team environment. Excellent written and oral communication skills combined with strong interpersonal skills are essential.

Our client will offer an attractive remuneration package which will reflect the level of experience of the successful candidate.

Interested candidates should in the first instance contact Karina Pietsch on 071 831 2000 or write to her enclosing a full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Please quote reference 183280.

MP

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

Head of Loans Administration

London

£ Excellent

Our client is a highly successful global bank committed to enhancing growth and profitability in the European financial markets. They are a major corporate and institutional lender and are seeking an experienced loans administrator to head up this critical cornerstone of the business.

The position has three key dimensions:

- To revitalise the current systems and procedures in order to enhance the capabilities of the loans administration area. This is essential in successfully respond to the growth of the loan portfolio and the increasingly complex requirements of the business originators.
- To manage and develop the loans administration team.
- To establish and develop close links with the business originators to ensure clients' expectations of service are fulfilled.

The successful candidate will bring a thorough understanding of loans administration, including loans agency work, and will be keen to use their experience and vision to respond to the challenges of this position. Excellent interpersonal skills and a background in an automated environment are essential. Candidates should also display initiative and commitment.

This is an important and high profile role and for the right candidate, our client will offer an attractive remuneration package.

Interested applicants should contact Karina Pietsch on 071 831 2000 or write enclosing a full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 180827. Fax 071 405 9649.

MP

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

Futures and Options Operations Manager

£60,000 basic + benefits package + bonus

We have been retained by a leading Futures and Options Broker, a subsidiary of a major international Bank, to recruit an Operations Manager. Our client is a global clearer of all of the world's Financial Futures and Options markets and is also a participant in the Commodity Futures markets.

The successful candidate will have responsibility for all clearing, settlement and margining of on-exchange activities assisted by 20 support staff. Candidates must have had several years managerial experience within an active back office environment and must be able to demonstrate a strong level of computer literacy. An exposure to the Rolfe & Nolan system would be preferable and an in-depth knowledge of the full range of margin, reconciliation, delivery and Option declaration procedures is essential. In addition to these qualities an accountancy qualification would be useful but is not a pre-requisite.

This position offers a unique opportunity for a well organised, conscientious individual to make a significant contribution to the future growth and development of this dynamic Financial Institution.

EXCHANGE
appointments

Please contact Angus Watson on 071 929 2383

Fourth Floor, No. 1 Royal Exchange Avenue, London EC3V 3LT. Telephone 071 929 2383 Facsimile 071 929 2305
PHYSICAL COMMODITIES COMMODITY & FINANCIAL FUTURES FOREIGN EXCHANGE OPTIONS SWAPS

JAPANESE & FAR EASTERN EQUITY/DERIVATIVE SALES

Amsterdam, Brussels
Zurich, Singapore,
Hong Kong

£ Substantial Package

AMSTEL

Amstel Securities is a highly successful international firm of Stockbrokers with offices in five major financial centres. Specialising in the Japanese and other Asian Securities markets, the firm has quickly built a substantial market share in an adverse climate. Amstel's success is based on a client orientated sales philosophy and the professionalism of all its employees.

The company now seeks to recruit a number of key individuals who will contribute to the implementation of Amstel's continuing growth strategy.

The successful candidates will be experienced sales people who can demonstrate an impressive track record of selling a full product range to institutional investors in Europe and/or the Far East. They will also be highly motivated individuals who thrive on a high level of individual responsibility and independence.

We are also interested in talking to experienced sales people and fund managers who may prefer to work on an associate or affiliate basis, making use of the company's facilities.

Amstel offers a dynamic environment where career progression depends entirely on an individual's drive and determination to succeed. The compensation package reflects the company's ambition to attract people of the highest quality.

If you feel that you meet the exacting standards required, please contact Jonathan Cohen or Tony Marshall on 071-629 4463 or send your CV to the address below. (Fax: 071-629 3954).

HARRISON WILLIS
CITY

Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463

TOP OPPORTUNITIES

SENIOR POSITIONS IN GENERAL MANAGEMENT



**Turks & Caicos Islands
Inward Investment
Agency**

The Turks and Caicos Islands are naturally very beautiful, with a population of less than 15,000. As part of its policy of encouraging private-sector inward investment, the government of the Turks & Caicos Islands, a British dependency in the West Indies, is setting up a powerful new agency to encourage inward investment, assist and advise would-be investors, and advise the government on investment policy.

At the same time, the government is making sweeping changes to the current legislative and administrative framework to remove previous disincentives to high quality investors and to create one of the most attractive environments for the investor in the region.

The new agency will also take over responsibility for an existing development-banking facility, funded by a leading regional institution. In support of local investors.

Chief Executive

As head of the agency, you will require strong negotiating skills and broad commercial and general management experience. Knowledge of North American markets and business practices is essential, since a high proportion of inward investment is likely to come from the region. Experience in the Caribbean region will be an advantage. In view of the need for close working relationships with a British style of government, ideally you will have familiarity in dealing with UK government departments. You will also be expected to form a close working relationship with the Minister for Development and with heads of department concerned with the processing of investment projects.

Inward Investment Manager

Reporting to the Chief Executive you will have overall responsibility for the day-to-day inward-investment operations. You are likely to have between 5 and 10 years' of broad experience in a financial or economics environment, and will be familiar with project appraisal and with projects in the region. Ideally, you will be a Turks & Caicos Islands Belonger with the potential to assume the post of Chief Executive, although candidates of other national origins will be considered.

TERMS AND CONDITIONS OF EMPLOYMENT

An internationally competitive employment package (tax-free in the Turks & Caicos Islands) will be offered. Appointment will be on a three-year contract to the agency (a statutory board), with the possibility of renewal.

Closing date for receipt of completed applications is 15 April 1994.

For further details and application form, please write to: Appointments Officer, Overseas Development Administration, Ref No AH304/MMC/FT, Abercrombie House, Eaglesham Road, East Kilbride, Glasgow G75 8EA, or telephone 0355 843531.

IDATE is a leading European communications research and consulting organisation located in Montpellier, France. Its mission is to carry out techno-economic assessments, industrial and market analyses, public policy studies, etc. Its main clients are the EC, European Governments, and leading manufacturers and service providers.

It is seeking a well-qualified economist (Ph. D. or equivalent) as

Director for Audiovisual Studies

The person appointed will be responsible for developing and broadening IDATE's activities in the audiovisual and media sector.

It is likely that the successful candidate will have at least seven years experience of consulting, industrial strategy and/or research in the audiovisual field. He or she must have proven abilities in market analysis and forecasting, and good negotiating skills.

This post requires an excellent command of both English and French

IDATE

Send resume and salary expectations to Pierre MIRALLÈS
Institut de l'audiovisuel et des télécommunications en Europe
BP 4167 - F-34082 Montpellier cedex 5 - France

The Top Opportunities Section

For Senior Management Appointments

For advertising information call:

Philip Wrigley on 071 873 3351

Our Client, a major U.S. corporation is continuing its growth and development in the Continental European market sector and now wishes to appoint a

EUROPEAN TECHNICAL DIRECTOR

INDUSTRIAL GASES

c. \$80-90,000 + Bonus + Relocation

Spanish base

A mature individual, aged 40-50, you must hold a recognised degree level qualification in mechanical/chemical engineering and have a minimum of 15 years senior technical management experience in the production of industrial gases. You will also require a profound knowledge of European industrial gas safety and ISO 9000 standards.

Fluency in English is essential with the ability to communicate in at least one other Central/East European language a distinct advantage. Strong organisational, analytical and interpersonal skills will be required.

Your tasks and responsibilities will be to provide full technical support and the coordination of a continuous production system evaluation between a number of European group companies and the U.S. Headquarters. You will also be required to provide technical analysis and support to the European Management on future acquisitions and investments.

You will be based in Spain, at a location to be determined and report directly to the European Vice President. This technical support role will involve extensive European travel.



Please forward your written application, including a current C.V. to:
PMC Int Ltd, 4 Liberty Court, Bell Street, Reigate, Surrey, RH2 7JB.

Vienna Berlin Bratislava Budapest Sofia Warsaw London Dublin Moscow Prague
Personnel & Management Consulting International Limited

SPREADING A GLOBAL VISION

DIRECTOR OF CORPORATE COMMUNICATIONS

LONDON BASED

A leading provider of global mobile communications services via satellite to sea, on land and in the air, Inmarsat is an internationally-owned cooperative backed by 73 countries. The Inmarsat partnership is a complex series of internal and external inter-relationships made up of members, service providers, manufacturers, government administrations and the discriminate representing a broad spectrum of perceptions and interests.

The rapidly changing telecommunications environment and the growing reality of competition are creating new challenges for the organisation. To meet them, Inmarsat's communications and public relations functions must continue to evolve - this will form a major part of your brief as Director of Corporate Communications.

Reporting to the Vice-President for Corporate Communications, you will be playing an active and important part in the management and direction of Inmarsat's worldwide corporate communications and public relations policies and programmes. This will principally involve:

- major public relations activities and;
- establishing and maintaining channels of communications between Inmarsat, organisations, and individuals on a worldwide basis.

Your focus is to be on developing and implementing communications programmes to help Inmarsat achieve its business objectives in this emerging environment. The programmes will call for:

- the effective employment of PR and media techniques;
- information and promotional product periodical publishing;
- exhibitions, special events, sponsorships and other promotional tools; and,
- the implementation of Inmarsat's corporate identity and brand.

You will have direct management responsibility for a team of 30 professionals within the department and together you will ensure that approved projects are carried out on time and within budget.

In return, there is a highly competitive salary and benefits package which reflects the high level of competence, experience and professional qualifications required.

To apply, please fax or mail your full career details to: Yvonne Satch, S+T+C Selection, 54 Jermyn Street, London SW1Y 6LX, United Kingdom. Fax: +44 71 499 7546. Closing date: 1 April 1994.



Inmarsat

EUROPEAN LEASING - LONDON

We have several vacancies for graduate bankers with fluent German, Spanish or Scandinavian languages, who are experienced in sourcing, pricing and closing high value cross-border leasing/asset financing (non-aircraft preferred). **SALARY HIGH.**

HIGHLY STRUCTURED UK LEASING

Two prime UK merchant banks seeks graduate bankers trained in credit, pricing/structuring, plus 2/5 years marketing/negotiating experience covering high-value structured lease transactions. **NEG £30-£45,000**

SALES AID VENDOR LEASING

We urgently seek "overseas" sales/marketing executives aged 25/28 years capable of producing leasing deals in the £250K+ per month range, covering office equipment transactions (e.g. copiers, fax, telephones, etc.) **PACKAGE NEG £22-£35,000 + BENEFITS**

Contact or send detailed CV's to BRIAN GOOCH/STEPHEN SHANAHAN

OLD BROAD STREET BUREAU 65 London Wall, London EC2M 5TU
Search & Selection Consultants Tel: 071-588 3991 Fax: 071-588 9012

SENIOR S/YEN DEALER

A major international bank requires a senior spot trader with at least 5 years experience of profitable dealing in S/Yen and associated crosses. An excellent package is on offer to the successful applicant. **£ HIGHLY NEG**

COMPLIANCE SPECIALIST

A major US investment bank seeks a dedicated compliance specialist with an audit compliance, asset administration management background. Excellent communications skills and creative thinking are important as will be familiarity with IMRO/SEC. Brief will cover advisory, training, audit, procedures and systems. **£ HIGHLY COMPETITIVE**

CREDIT RISK ANALYSTS

We have two major banks seeking graduates/ACIA qualified bankers, aged 25/28 years, who have received formal credit training. **SALARY RANGE £25-28,000 + BENEFITS**

SARGENT

BROTHERS LTD.

Currently seeking University educated individual to supplement successful, exchange-based (LUFFE) options market-making firm. Candidates must be competitive, motivated and highly numerate. All interested parties please forward CV to:

Gregory O Sargent
18b Smith Street
London SW5 4EE

INTERNATIONAL CONSULTING GROUP

is planning to increase activities to all parts of the U.K. Applications are invited from professionals with backgrounds in all aspects of industry and commerce.

Send CV to M B Beattie,
International Business Consultants,
45 Frederick Street, Edinburgh
EH2 1EP

BANKING FINANCE & GENERAL APPOINTMENTS



ANGLO IRISH BANKCORP

Anglo Irish Bank Corporation plc is a fully integrated banking group with an asset base exceeding IR£1 billion. The bank, which is publicly quoted on the Stock Exchange in Dublin and London, now wishes to recruit two Senior Managers for its banking divisions in the UK and Ireland.

SENIOR MANAGER, BANKING (UK)

This position will suit an experienced banker with a number of years experience in the UK secured lending market at a senior level.

The successful candidate will be responsible for the development and control of an expanding loan portfolio and will be expected to make a full contribution to the continued growth of the bank's UK operation. The position is a senior one, carrying a high degree of autonomy.

An attractive remuneration package is available and will be discussed at interview.

To apply, please contact John Rowan, General Manager, by telephone or in writing, at:

Anglo Irish Bank Corporation plc
Moor House
119 London Wall
London EC2Y 5ET
Telephone: (071) 628 4004.

SENIOR MANAGER, BANKING (Ireland)

The successful applicant, who will report directly to the Director of Banking, will be responsible for the control and development of two lending teams and the continued growth of the bank's corporate business.

The successful candidate will have a third level or professional qualification. He/She should have several years lending experience and be a resourceful and innovative banker. The position carries a high degree of autonomy.

An attractive remuneration package reflecting the seniority and responsibility of the appointment will be discussed at interview.

To apply, please contact Bill Barrett, Director of Banking, by telephone or in writing, at:

Anglo Irish Bank Corporation plc
Stephen Court
18-21 St Stephen's Green
Dublin 2
Telephone: (010 353 1) 676 0141.

All applications will be treated in the strictest confidence.
THE CLOSING DATE FOR APPLICATIONS IS THURSDAY, 31st MARCH, 1994.

CITY RESEARCHER

LEADING EXECUTIVE SEARCH CONSULTANCY

LONDON

ATTRACTIVE SALARY + BONUS POTENTIAL

Whitehead Mann is one of the leading executive search companies in the UK operating at the highest levels in both the UK and internationally.

The Company has a good reputation for developing its researchers and prospects for promotion are excellent.

Opportunity to join small, highly respected specialist financial service team working for a variety of blue chip institutions in commercial and investment banking, retail financial services and investment management.

Broad involvement in all aspects of assignments with substantial client contact and specific responsibility for identifying and approaching candidates.

Key position involving senior level contact and requiring excellent communication skills, tenacity, creativity and a high degree of energy and initiative.

Graduate aged mid to late twenties. Will have a good knowledge of treasury, capital markets, securities and derivatives.

Should be used to operating in an international environment and a second language is useful but not essential.

May already be a researcher with a reputable search company or alternatively have experience in banking or securities with good understanding of trading markets.

Please apply in writing quoting Ref: RES/94
with full career and salary details to:
James Roberts
Whitehead Mann Limited
44 Welbeck Street, London W1M 7HE
Tel: 071 935 8978

Whitehead Mann
AMROP INTERNATIONAL

An excellent opportunity exists for an outstanding professional with legal experience and a thorough grounding in derivative products to join a bank with an international reputation for product innovation. Bankers Trust's capital strength, intermediary skills and entrepreneurial spirit make it one of the world's leading investment banks.

Derivatives Negotiator International Capital Markets

Excellent Salary + Bonus & Benefits **City**

This highly visible and critical role has responsibility for the execution and negotiation of swaps, equity, commodity and other derivatives documentation. It involves:

- The negotiation of master agreements, guarantees, credit and other derivatives documentation.
- Effective liaison with senior traders, credit, operations and legal to ensure successful execution with counterparties.
- Transactional work relating to latest and most complex derivative products.

A lawyer with a minimum of 2 years' Capital Markets experience, including a good understanding of ISDA agreements, you will have worked in a similar banking role or in a leading city law firm. Stamina, initiative and ability to thrive in a high pressure, fast paced environment are essential. Some familiarity with equity derivatives is preferred. Excellent interpersonal and communication skills are necessary to build relationships with traders and deal constructively with contentious issues.

If you want a demanding personal challenge, exceptional career prospects and the rewards appropriate to senior, successful individuals, please write to: Ms J Hogan, Bankers Trust Company, 1 Appold Street, Broadgate, London EC2A 2BE.

Bankers Trust
EXCEPTIONAL PEOPLE
ARE OUR FUTURE.

HOUSE OF COMMONS (Department of the Clerk of the House) SELECT COMMITTEE SPECIALIST ASSISTANTS £17,776 - £24,620

The Treasury and Civil Service Committee requires one or two Specialist Assistants to cover economic questions. The Committee regularly examines Government economic policy, taxation proposals, public expenditure and international monetary arrangements. Candidates should be well versed in at least one of these fields. The duties will include giving specialist assistance to the Clerk of the Committee and undertaking research into specific questions at their request.

Applications are invited from candidates with a good degree or an equivalent professional qualification in a relevant subject together with several years' relevant practical experience. An interest in public administration will be an advantage, and familiarity with the use of a micro-computer is essential.

Starting salary will depend on age, qualifications and experience. The appointments will commence as soon as possible and will be for an initial period of two years, with the possibility of an extension for a further two years.

There is an attractive remuneration package including a non-contributory pension scheme in respect of personal benefits, interest free loan for season ticket purchase and generous leave.

Strict political impartiality is required of all House of Commons staff and the appointments will be expected not to engage in political activities for the duration of their appointment.

For further details and an application form write to: Recruitment & Assessment Service, Alencon Link, Basingstoke, Hampshire RG21 1JB or telephone 0256 468551 quoting reference number C/94/2098.

Closing date for return of application forms: 31st March 1994

Applications from Registered Disabled candidates will be welcomed.

The House of Commons Service is an Equal Opportunities Employer

CORPORATE FINANCE OPPORTUNITIES

THREE TOP CITY BASED BANKS REQUIRE:

- Corporate / Project Finance: Energy and Natural Resources: minimum 2 years experience, second language preferable - good communication skills with a dynamic personality. Age 26-39. Salary negotiable.
- Corporate Finance: German speaking - minimum 3 years experience to be based in UK. Self starter with the ability to generate deals - this is a unique position requiring an exceptional person, preferably German Nationals. Age 28-32. Salary negotiable.
- Cross Border Corporate Finance: Good Quality M.B.A. Lawyer graduate must have at least 2 years experience - essential second language preferably French. Must be able to demonstrate good communication skills. Age 26-29. Salary negotiable.

For further details please call on 071-377 6498 or sendfax your CV to Deborah Mitchell. All applications are treated in the strictest confidence.

CAMBRIDGE APPOINTMENTS

232 Sherwood High Street, London E1 6PL. Fax No. 071-377 0887

MARKET MAKING FX/DERIVATIVES SALES PROFESSIONAL

Citibank provides a comprehensive range of financial products and services to corporate, institutional and individual customers globally.

Based at our European headquarters in London, our Foreign Exchange team is recognised to be one of the world leaders, dealing across 136 currencies.

Working in the market making team, you will have direct contact with professional clients, travelling extensively marketing FX and Derivative products to central banks, sovereigns and correspondent banks globally.

Ideally, you will be a Graduate with 1-2 years' experience and already have a proven track record of selling and trading FX/Derivative products. A knowledge of European languages would be advantageous.

A highly competitive remuneration package is offered, together with career development opportunities both within the FX function and Citibank as a whole.

CITIBANK

We are an equal opportunities employer

To apply, please send your full CV and a covering letter to Joanne Lee, Human Resources Officer, Citibank N.A., P.O. Box 78, 336 Strand, London WC2R 1TB.

Financial Services Regulation

Policy Development

City

IMRO - Investment Management Regulatory Organisation Limited - was established under the Financial Services Act. IMRO's objective is to protect investors by setting and promoting high standards of integrity, competence and solvency for its Members and by monitoring and enforcing those standards effectively and efficiently. Members, numbering around 1100, include fund managers, unit trust managers, pension fund managers, venture capital companies, banks and trustee companies.

Our Legal & Policy Department plays an important role in developing IMRO's standards of investor protection and standards of regulation. We now require two additional experienced professionals to join our multi-disciplinary team. They will be involved in the identification and analysis of policy issues relevant to IMRO's standards, and the preparation of policy papers, Board papers and consultation papers, proposing practical solutions to problems identified.

Candidates should have a sound understanding of the main lines of investment business, both wholesale

and retail, and of the UK regulatory structure. Among the competencies required are strong analytical and communication skills, a facility for the interpretation of statute and regulations, and experience in the drafting and presentation of policy issues. Organisational and management skills are also desirable. For one of the vacancies a legal qualification and experience is essential; for the other a legal or accounting qualification will be an advantage but is not essential.

Both posts offer opportunities for further progression in due course and will provide valuable career development experience. A competitive remuneration package will be offered, related to experience and qualifications, and this will include non-contributory pension and life assurance.

Please write (under confidential cover) with a curriculum vitae, including salary details, and state your reasons for applying and how you meet our requirements, to: Robert Charleston, Head of Personnel, IMRO, Broadwalk House, 6 Appold Street, London EC2A 2AA. Please quote reference number LP94/03.

—IMRO—

Capital Markets—Middle Office Opportunity

LONDON

CONTROLLER - RISK / FINANCE

£ EXCELLENT PACKAGE

This is a key position within the Capital Markets subsidiary of one of the world's largest banks with assets in excess of US\$250 billion and a network of operations embracing every major financial centre.

The Company has a record of exceptional performance, well managed client relationships and sustained growth. It is now seeking to appoint a key individual to head a middle office function for the Derivatives Arbitrage Division.

Working beside a leading-edge, innovative and cosmopolitan team, key responsibilities within the role will include:

- Market risk analysis of a complex array of instruments
- Daily mark to market
- Management of short term cashflows
- Overseeing of Daily P&L reporting
- Capital utilisation and allocation
- Management of an expanding high calibre team producing monthly management accounts and annual financial statements

The successful candidate will be able to demonstrate an advanced mathematical background and a detailed understanding of the risk characteristics of derivative instruments. In addition, candidates must be able to work effectively in a fast pace, complex environment, be able to initiate innovative risk assessment techniques, and be a confident communicator at the most senior level.

This high profile, demanding position requires a qualified accountant with a proven record of success and team management. The ideal candidate will currently be working in a sophisticated middle office or front office environment.

For further information please contact Fiona Johnson or Tim Buxton on 071 404 3155 or write to them, enclosing a Curriculum Vitae, at Alderwick Peachell and Partners at the address below. All enquiries will of course be treated in the strictest confidence.

Alderwick Peachell

— PARTNERS LTD

Alderwick Peachell & Partners Limited, Recruitment Consultants, 125 High Holborn, London WC1H 6QA. Tel: 071 404 3155. Fax: 071 404 0140.



SAMUEL MONTAGU

Head of Compliance— Merchant Banking

Samuel Montagu is the merchant banking arm of the HSBC Investment Banking Group for the UK, Continental Europe and the USA. The other members of the Group are James Capel, Wadley and HSBC Asset Management. Samuel Montagu focuses on corporate finance, specialised financing, private equity and export and project finance. Overseas, Samuel Montagu has offices in New York, Paris, Oslo, Stockholm, Helsinki, Budapest, Warsaw and Prague.

Samuel Montagu wishes to recruit a Head of Compliance who will report directly to the Chief Executive. The Head of Compliance will be expected to play a key role in the development of the business and will work closely with the business heads both in the UK and overseas.

The Head of Compliance will be responsible for the implementation of compliance policy, ensuring that appropriate rules and procedures are in place in all business and support areas. He/she will also

provide a strong advisory service to the Chief Executive and directors on compliance related issues. Close relationships will also be maintained with the central compliance function of the HSBC Group in London.

To be considered for this role candidates must have the personal authority in deal with senior line management as well as having knowledge of both merchant banking and relevant rules and regulations, including those of the SFA, Stock Exchange and the City Code on Takeovers and Mergers.

A competitive remuneration package and a full range of banking benefits will be offered to reflect the importance of this position.

For an initial confidential discussion please contact Anna Williams at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH or phone her on 071 831 2000.



Michael Page City

International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

DERIVATIVES TRADER (INTEREST RATE PRODUCTS)

As part of our growing investment in the area of Interest Rate Products, American Express Bank require an experienced *Interest Rate Derivatives Trader* with a minimum of 5 years experience of trading Interest Rate Swaps and Interest Rate Options.

The successful incumbent will join a successful Treasury Group about to strengthen its presence in this area of the market. Thus the successful candidate will have the opportunity to provide a shaping influence into the next phase of growth of this business within American Express Bank. In this role they will be expected to provide risk analysis of the bank's Interest Rate exposure, as well as providing a market making and trading capability to the bank's clients.

Applicants will need to have a degree in a related area e.g. applied mathematics, statistics, as well as possess excellent analytical skills. In addition candidates will need to be able to demonstrate well developed interpersonal skills

e.g. communication, and have high personal levels of motivation.

The rewards include a highly competitive base salary, bonus, stock awards, company car as well as the usual banking sector benefits.

To apply you should write to Ms M. King at American Express Bank Ltd., 60 Buckingham Palace Road, London SW1W 0RU.



**AMERICAN
EXPRESS
BANK**

DEPOSITS • CAPITAL PROTECTION • SPECIALISED FINANCE
CREDIT • TRADE AND BUSINESS FINANCE • CREDIT
STOCKS AND BONDS • TREASURY SERVICES
ASSET PROTECTION • CORRESPONDENT BANKING



MANAGING CONSULTANT

We are a leading firm of consultants engaged in training, education and publishing. We have offices in London, Amsterdam, Frankfurt and Budapest from which we provide in-house and public training courses and training consultancy.

A vacancy exists in London for a Managing Consultant covering the following areas:

- Treasury management
- Foreign exchange
- Capital markets
- Asset management

The successful candidate will be well educated, will have recent practical experience of at least two of these areas, and possess excellent communication skills consistent with a training environment.

The role will demand skills in team management; the preparation and delivery of training programmes; business and product development.

Opportunities to grow with this progressive business are excellent for an ambitious, entrepreneurial and committed individual. Financial rewards will include an excellent salary and package.

Please send a full CV to the Managing Director at BPP Training & Consultancy Ltd, Moorgate Hall, 155 Moorgate, London EC2M 6XB.

Other opportunities for consultants also exist in these areas - please send your CV and a covering letter explaining your specialist subjects.

Applications must be submitted by 31st March 1994, and all communications will be treated in strictest confidence.

Confederation Life

SCOTTISH WIDOWS

Portfolio Manager

Japanese Equities

Edinburgh

Scottish Widows Investment Management is one of the leading investment institutions in the UK with assets under management exceeding £21 billion.

Continued growth has now led to an opportunity for an exceptional individual to join their established and highly successful team in Edinburgh, researching companies and in due course managing a number of portfolios in Japan.

Applications are sought from top quality graduates who ideally will be aged in their mid to late 20's and have around 2 years' experience of Japanese Equity Analysis. The successful candidate will hold, or be

willing to study towards, Associate Membership of the Institute of Investment Management and Research or an equivalent qualification.

Naturally, motivation, initiative and well developed communication skills are pre-requisite requirements of this post.

A competitive remuneration package will be offered to the right candidate, along with excellent career prospects with one of Britain's most forward looking institutions.

Scottish Widows Investment Management Ltd is a member of IMRO

For a confidential discussion, telephone or write with full CV to: Gavin Brydon, ASA International Ltd, 88 George Street, Edinburgh, EH2 2JG. Tel: 031 236 6222. Interviews will be held in London and Edinburgh. All CV's sent to our client will be forwarded to ASA International.

ASA International

ASA INTERNATIONAL



Supervision of Retail SROs

— a senior management position

The Supervision of Retail SROs Department within the Securities and Investments Board (SIB) aims to ensure that Retail SROs provide high standards of investor protection.

SIB wishes to appoint a Senior Manager, reporting to the Head of Department.

The job holder will:

- manage a small team collating and interpreting information from every source about the performance of the SROs;
- identify and seek resolution of regulatory issues, maintain constructive working relationships with the SROs;
- assist in the development of supervisory techniques and procedures;

• provide briefings on a wide range of SRO issues. Applicants will have a sound working knowledge of the retail investment industry including products and players. They should be of graduate calibre and will have a record of successful management of people and issues. Other essential attributes include an aptitude for critical analysis, excellent communication and negotiating skills and an ability to provide concise, focused briefs. A mature personality with quick intelligence and sound judgment will flourish in this role.

Interested applicants should in the first instance, contact Anna Williams at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH or phone her on 071 831 2000. Closing date 29th March 1994.



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

Senior International Banking Opportunity

India

£70,000 pa + first class benefits

Our client is increasingly recognised internationally as one of the leading financial institutions in the United Arab Emirates.

Building on a strong domestic business, and with an established international presence in London, Hong Kong and the sub-continent, they now wish to appoint a Country Manager, with senior level banking experience, to head up their expansion into India.

The key accountability will be to establish the Bank's presence in India, initially in Bombay.

Key tasks will include:

- developing, gaining approval for, and implementing a business plan for the Indian operation
- establishing a branch operation
- obtaining all resources required to implement the business plan and run the branch operation
- developing quality business
- ensuring the implementation of credit and operational controls in line with Group and local statutory requirements.

This is a high profile, senior level career

appointment reporting to the UAE based Assistant General Manager (International). Candidates should bring up to 20 years retail/commercial/corporate banking experience to the role, including notable business development success and demonstrable experience of successful management of an operation at regional or territory level.

The person appointed will need considerable motivation and commitment, together with a hands-on approach, to drive this start-up operation. Communication, presentation and negotiating skills of the highest order will be required to ensure success.

In return, the Bank offers a competitive salary and a very attractive expatriate benefits package, including fully furnished accommodation with domestic servants, car and driver, generous leave and leave air fare entitlements, club membership and generous children's education provision.

Interested candidates should write in confidence quoting the Ref: 1331/8 to Tim Knight, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

MSL International
CONSULTANTS IN SEARCH AND SELECTION

EUROPEAN INVESTMENT BANK

The EIB, the financial institution of the European Community, is currently seeking for appointment to its Economic Research Directorate in LUXEMBOURG an:

Energy Economist (m/f)

(with 3 to 5 years practical experience)

The person appointed will participate in the economic evaluation of energy investment projects submitted to the Bank for financing and perform energy sector work.

Candidates should possess a university degree in economics, a post-graduate qualification in energy economics (MA, MBA or PhD), a strong background in quantitative analysis and experience both in the economic evaluation of energy projects and the preparation of energy sector studies.

Private sector experience would be appreciated.

Languages: as the Bank's working languages are English and French, excellent knowledge of one and good command of the other are essential. Working knowledge of a third Community language would be an advantage.

The Bank offers attractive terms of employment, a generous salary and a wide range of welfare benefits. It is an equal opportunities employer.

Applicants, who must be nationals of an EEC Member Country and preferably not over 35 years of age are requested to send a detailed curriculum vitae, together with a photograph to:

EUROPEAN INVESTMENT BANK
Recruitment Division (ref. ET/PM 9402)
100, Boulevard Konrad Adenauer
L-2950 LUXEMBOURG. Fax: 4379 3360.

Applications will be treated in strictest confidence and will not be returned.



JUNIOR GILTS SALESPERSON MAJOR EUROPEAN BANK

An exciting opportunity to join an expanding GEMM Sales Team of a Major European Bank. The successful candidate will be a highly intelligent, dynamic and personable graduate with a good (2:1 or above) finance related degree. This individual will have gained at least one year's relevant experience in a prime financial institution.

Excellent prospects, competitive salary, plus banking benefits. CV's will be sent unopened to our client.

Please contact Brenda Shepherd

Fax
071-626 9400

Ridgway House 41/42 King William Street
London EC4R 9EN

Telephone
071-626 1161

SHEPHERD LITTLE

MERIDIAN RISK MANAGER

A leading bank with a globally organised interest rate derivatives unit is seeking risk manager with approximately 5 years experience to work within its London team. The team is establishing pricing and risk management capabilities in "second generation" derivatives including path-dependent products. The successful candidate will have at least three years experience of risk management and is likely to have postgraduate qualifications in mathematics or related discipline. He or she will also require programming skills in order to work with our dedicated programmes. The candidate will work within a small team of similarly highly skilled professionals.

A competitive remuneration package will be offered to the right candidate.

Please forward your c.v. to Alex Buxtonworth
Closing date for applications: 25th March 1994
25 Museum Street, London WC1A 1JT

RECRUITMENT CONSULTANTS

INTERNATIONAL M&A

An expanding international M&A advisory firm with offices in ten countries globally is seeking entrepreneurial M&A professionals, with a minimum of 5 years transaction experience, to join its London, Paris and Düsseldorf offices. The firm is a leader in mid-market cross border M&A.

Please send resume in confidence to the address below to obtain further information.

Write Box B2306, Financial Times, One Southwark Bridge, London SE1 9HL

International Banking Marketing Manager Credit Card Operations

to £55,000 (tax free) + expatriate package

Our client, a prominent player within the international banking community, operates in all major markets, including the UK and the US. They provide a range of services for both private and corporate clients and have the level of capitalisation and financial resources to justify their global objectives.

We are looking for a Marketing Manager, reporting to the Head of the Credit Card Business. This is a new management role in an expanding area, a critical element of the new Domestic Banking Division. With responsibility for all credit card marketing, the role encompasses advertising, promotional campaigns and new product development.

You will be a professional marketer with experience in financial services and a proven track record in card marketing. Good project management and excellent communication skills are essential. Graduate culture with a professional marketing qualification preferred. The contract will be renewable after an initial two year period.

If you would like to be considered for this post please write giving full details of your career and current salary, quoting reference 0219, to AAD Executive Selection, 7 Curzon Street, London W1Y 7FL.

AAD

The Executive Selection Division of Odgers and Co. Ltd.

CORPORATE FINANCE PROFESSIONALS

City

Excellent Package

FLEMINGS

A continuing increase in business levels has resulted in the need for this high profile and respected UK Merchant Bank to recruit experienced corporate financiers.

Successful candidates will demonstrate the following attributes:

- Outstanding academic background and/or professional qualifications
- A minimum of one year's experience in a corporate finance environment
- Strong technical skills allied to the ability to build relationships both internally and externally
- Highly ambitious and goal orientated outlook

Roles exist within both transaction and origination teams for individuals wishing to move to a progressive environment offering realistic potential for career progression.

Interested candidates should contact John Axworthy on 071-629 4463 (day), 071-720 0613 (evenings) or send in a full cv promptly.

HARRISON // WILLIS

SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St., London W1X 3FD. Fax: 071-491 4705
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

CU MORLEY INVESTMENT MANAGERS MARKETING MANAGER: PENSION FUNDS

CU Morley is the pension fund management arm of Commercial Union Investment Management Ltd. Pension Funds under management exceed £1.4bn. Recent restructuring has put in place a management team with a clearly defined investment style and an ambition for success which has been reflected in recent performance.

The Managing Director is seeking an individual to assist in the development of the marketing function. Duties will include developing marketing material, making presentations, liaising with consultants, completing consultants questionnaires and building a database of marketing information.

Interested applicants will be graduates aged 25-30, and will have at least two years' experience of the pension fund management industry. Ideally they will have worked in a marketing function already and will have a knowledge of pension fund consultants. The successful candidate will be capable of working both independently and as part of a team.

This is an excellent opportunity to join an ambitious

group at an early stage of development and with considerable potential for career growth. Remuneration will be sufficiently attractive for the right individual.

To discuss this further, in strictest confidence, please contact Christopher Lawless on 071 379 1100 or write to him at:

The Bloomsbury Group,
Search & Selection Consultants,
The Second Floor,
Bedford Chambers,
Covent Garden,
London WC2E 9HA.
(Fax: 071 240 6382).

**THE
BLOOMSBURY
GROUP**

SALES PROFESSIONALS

needed to sell CAD Bureau Services to all sectors of industry and commerce in Scotland and the North of England. Current sales activities in related fields would be a plus.

Apply to Diana C Kenny
IBC 45 Frederick Street
Edinburgh EH2 1EP

INTERNATIONAL EXPORT MANAGER

Established world famous US consumer/professional hand tool mfg. is seeking an experienced Export Mgr. Knowledge of DIY hard goods. Must be fluent in English, French & German.

Please fax resume with salary requirements to:
BK 201-845-3811.

JOSLIN ROWE banking recruitment consultants

manager, eurobonds

£45,000
Leading City-based International Investment Bank currently seeks an experienced Fixed Income Manager with first class man management skills to join this highly successful operation. Candidates should possess at least 5 years' experience of Eurobonds, Domestic, Government Bonds, Repos, Convertibles, Emerging Markets etc. Ideally gained in a similar high volume environment.

marketing manager

£40,000
An opportunity exists in this dynamic organisation for a Manager to support the Financial Services Division. You will provide marketing and sales support, to include production of corporate literature and monthly newsletters. Previous marketing experience from an investment management environment is sought. Knowledge of another European language would be advantageous.

Joslin Rowe Associates Ltd Bell Court House 11 Blomfield Street London EC2M 7AY
Telephone 071 638 5286 Facsimile 071 382 9417
A Member of the Blomfield Group

counterparty risk analyst

£30,000
A graduate calibre Credit Analyst with at least 2 years' Counterparty Risk experience is sought by this leading international investment bank. The role will involve credit analysis and assistance in the preparation of counterparty risk requests in relation to Capital Markets and Derivatives Business. Excellent prospects.

accountant

£30,000
Qualified Accountant possessing a minimum of 2 years' post qualification experience combined with a working knowledge of derivative products is sought by leading investment bank. Working closely with the Traders and Operations teams you will undertake the production of management accounts, resolution of financial control problems, daily P&L combined with analysis of risk positions. Proficiency with spreadsheets essential.



BOND SALES

Ceres Financial Concepts SA is a dynamic and successful financial firm established in Switzerland in 1992. Our main activity is broking fixed income products. Owing to the high institutional demand for our services, we are currently looking to expand this activity.

We are therefore seeking to employ several highly experienced, professional bond salespeople with a proven record of success and an established institutional clientele. The successful applicant must be highly motivated and a self-starter. He/she should have good communication and presentation skills.

Our performance-based compensation package is very competitive. Please reply in confidence with full personal and career information to:

Mr B. Hagen or Mr. B. Merkenich
Ceres Financial Concepts SA, Av. C.-F. Ramuz 80
CH - 1009 Pully-Lausanne Switzerland
Tél. 41 21 729 87 36 Fax 41 21 729 89 17

STOCKBROKERS REQUIRED

For young dynamic city based company expanding activities in the private client field. Commission based package, client base provided plus 3 yrs exp. Call 071 403 5212 REFTR

For more details.

DIRECTOR - SOUTH AMERICA

An international company in the field of Product Identification and Systems Integration seeks an experienced executive to continue the growth and development of a well established South American business. Location - Sao Paulo.

At least 5-10 years experience running Brazil-based industrial businesses, well balanced general management skills, and fluency in English and Portuguese are prerequisites. Spanish language an additional asset.

Apply with letter and full curriculum vitae to:
Box B2379, Financial Times, One Southwark Bridge, London SE1 9HL

LONDON CREDIT MANAGER

MAJOR COMMODITY TRADING HOUSE

CITY

SALARY CIRCA £50,000

This major international commodity trading organisation is primarily involved in the physical oil trading and energy derivatives trading markets. It maintains a significant role in the trading of petrochemicals, fertilizers, coal and coke, agricultural and soft commodities in all areas of the world. Due to the significant expansion of the London operation, they now wish to recruit a London Credit Manager.

The Credit Manager will be responsible for managing the credit function for all physical and derivatives business

conducted out of the Company's London office. The individual must have at least 5 years' experience of corporate credit analysis and should have the benefit of a professional credit training program at a major financial institution. Preference will be given to candidates with a knowledge of documentation applying to commodity derivatives.

The environment is extremely fast moving and the successful candidate must be capable of assuming a high level of responsibility and effective control of a broad and

diversified book of business. The candidate must possess a high energy level as well as being adaptable and willing to undertake a variety of different tasks within the team.

Interested candidates should telephone Stephen Grant on 071 379 3333, (Fax: 071 915 8714) or write, enclosing a detailed CV, to Robert Walters Associates, 25 Bedford Street, London WC2E 9BP.

ROBERT WALTERS ASSOCIATES

The Communication Group plc

Financial and Investor Relations

The Communication Group plc, one of Britain's most successful independent public relations consultancies, is expanding its Financial and Investor Relations Unit. We are seeking to recruit ambitious, experienced senior executive staff to join the Unit and be actively involved in its further development. City experience is essential as is a thorough working knowledge of financial media and investor relations practice. A generous remuneration package will match skills and experience.

Reply to:

Peter Hamilton
Managing Director
The Communication Group plc
19 Buckingham Gate
London SW1E 6LB

A Golden
Opportunity to
work in Hong Kong

SECURITIES & FUTURES COMMISSION

The Securities and Futures Commission, which was established in 1989, is a statutory body with overall responsibility for regulating and promoting the development of Hong Kong's securities and futures markets.

The Commission is managed by a Board of Directors appointed by the Governor of Hong Kong and operates through a team of professional staff. The following challenging senior position is now available.

DIRECTOR - ACCOUNTING POLICY

- To assist the Commission on all aspects of policy formulation for financial disclosure by listed and public companies in Hong Kong including accounting and auditing standards and compliance and enforcement matters.
- To act as senior accounting resource to the Corporate Finance Division and the Commission on financial disclosure matters including accounting and auditing, to provide professional and technical direction and guidance to staff, and to participate in the professional development of staff.
- To represent the Commission in its dealings with the Hong Kong Society of Accountants in respect of listed and public company accounting and auditing matters. To represent the Commission on the relevant accounting standards and emerging issues committees and subcommittees of the HKSA.
- To oversee the Stock Exchange of Hong Kong's discharge of its frontline responsibilities in relation to financial disclosure matters including its review of financial reporting by listed companies in audited annual accounts, semi-annual accounts and other documents.
- To develop policy proposals to address inadequacies in existing accounting and auditing standards and emerging areas of concern to the Commission and identify and address actual and potential problems and issues.

Requirements

- Tertiary education. Must be a professionally qualified accountant.
- Substantial experience as a senior staff in a major accounting firm or at a similar level in a commercial or regulatory environment. Should have detailed awareness of the securities and futures industry.
- Excellent managerial, organisational and interpersonal skills.
- Good verbal and written skills, ability to make public presentations and to make positive contribution to policy making and planning.
- The applicant should be fluent in English and Cantonese. The ability to read and write Chinese and speak Putonghua would be an advantage.

Compensation

- Attractive remuneration package including medical and dental benefits.

Please apply by 31 March, 1994 with details of qualifications, experience and salary history to:

Personnel Services Manager
Securities & Futures Commission
12/F Edinburgh Tower
The Landmark
Hong Kong

CAPITAL MARKETS CONSULTANCY

London

£35-45,000 + Bens

This leading International Investment Bank has a dominant presence in the international Capital Markets with principal offices in London, Paris, New York, Tokyo, Frankfurt and Singapore. It has a reputation for offering opportunities for self-motivated individuals who have the ability to respond positively to the competitive pressures of a fast moving international business.

As a direct result of growth in core business areas two outstanding opportunities have arisen.

The successful candidates will be part of a small high profile consulting team which focuses on the operations of capital markets, primarily the middle and back offices. The responsibilities of this team include

- Formulating the strategic policy of capital markets operations departments
- Undertaking specific investigations at the request of senior management
- Initiating and implementing change in a variety of key departments

The ideal candidate will be aged 26-35 with a minimum of three years' high quality work experience gained in either a major financial institution or large management consultancy. A good technical knowledge of Equities/Equity Derivatives is essential.

Applicants should have excellent verbal and written communication skills and should be able to contribute at a strategic level.

To discuss these opportunities in greater detail please contact Jon Vonk at the address below quoting ref 5745.

MARKS • SATTIN

FINANCIAL RECRUITMENT CONSULTANTS

18 HANOVER STREET, LONDON W1R 9HG. TEL: 071-408 1312. FAX: 071-355 4501

REPO SALES

We are a leading US investment bank with a significant presence in the securities lending markets. We are seeking an experienced repo specialist with a minimum of one years experience and a demonstrated record of success in the European markets.

The ideal candidate for this challenging role is probably a graduate and should have excellent technical skills, be highly numerate and have the ability to work in a dynamic team environment. Fluency in at least one European language is desired.

Please forward your CV to:
Box B2309, Financial Times,
One Southwark Bridge, London SE1 9HL



SMITH NEW COURT

INVESTMENT TRUST ANALYST

Smith New Court, one of the UK's leading independent stockbrokers, is looking for an Investment Analyst to join the Company's Investment Trust team.

The successful applicant may already have 1-2 years experience of research analysis and will have a strong academic background with evidence of numeracy as well as literacy. Attainment of appropriate professional qualifications such as the Securities Institute Diploma or the Institute of Investment Analysts may also be useful.

Strong interpersonal skills and the ability to communicate effectively both through written research and personal presentation are essential.

Applicants should write, giving details of work and academic background to:

Kirsten Wright, Personnel Department
Smith New Court Securities Limited
Smith New Court House
20 Farringdon Road
London EC1M 3NH

DERIVATIVES - ECONOMIC ANALYST

A leading financial forecasting company, headquartered in London, is looking for an analyst who has experience in options and derivatives markets, together with a strong understanding of economic fundamentals. Candidates should either be practicing economists with an ability to apply options theory, or an options analyst with a thorough understanding of economic fundamentals. A high degree of numeracy is essential, while at least a years experience in either options or economic analysis (preferably both) is desirable. A competitive package is on offer for the successful candidate.

Please send full C.V. to Box B2304,
Financial Times, One Southwark Bridge, London SE1 9HL

Deputy Compliance Officer

J.P.Morgan Investment Management Inc. (JPMIM) in London is the international institutional investment arm of J.P.Morgan & Co. Incorporated. With \$45 billion under management, it is one of the premier investment management houses in the world.

Due to continuing expansion, the need has arisen to recruit a Deputy Compliance Officer who will have responsibility for all aspects of compliance, with particular emphasis on project work, advising management on new developments, making recommendations and participating in implementing procedures.

The successful individual will be professionally qualified with a minimum of three years compliance experience, either within a compliance department or regulatory body. Knowledge of IMRO rules is essential and experience of US regulation would be advantageous.

Applicants should be practical, diplomatic and have highly developed interpersonal skills.

The position offers a generous salary and benefits package.

J.P.Morgan Investment Management Inc. is an equal opportunity employer.

Interested applicants should write with their cv, in confidence, to Sandra Prettejohns at Jonathan Wren & Co. Ltd., No.1 New Street, London EC2M 4TP Tel. 071-623 1266 Fax. 071-626 5259

JPMorgan

Bloomberg
FINANCIAL MARKETS

Account Managers

French, Spanish Speakers Based London

This is an opportunity for young professional people with languages and experience gained in the financial markets to develop their career in a world leading company.

Bloomberg is a rapidly growing supplier of sophisticated screen based news, information and decision support services within the international financial markets.

Expansion of the business and internal promotion has created opportunities for account management/sales support staff of high calibre to grow with the company. You will provide quality service, support and relationship management to Bloomberg users in Europe.

With 2-5 years experience in a related role, you must have a good understanding of financial instruments such as: Fixed Income, Futures and Options or Equities. Ideally experience will have been gained within the investment community in a sales, trading or support role. Fluency in French or Spanish is essential. Candidates must be willing to travel.

Salary is negotiable according to experience.

Apply to The Freshman Consultancy during office hours on 071-721 7361 or send your CV by post or fax quoting reference FT/3/94.

FRESHMAN

The Freshman Consultancy, Coppergate House, 16 Brune Street, London E1 7NJ
Telephone: 071-721 7361 Facsimile: 071-721 7362



COUTTS & CO (PORTFOLIO MANAGERS) LIMITED

PORTFOLIO MANAGER - BONDS

An immediate vacancy exists for a Portfolio Manager to join a small professional investment management team responsible for the effective management of client portfolios.

The successful candidate will ideally:

- be in mid-late 20s
- have gained a degree qualification, preferably in a finance related subject or have significant relevant experience
- either possess Stock Exchange Examinations or show proven progress in achieving these
- be experienced in the investment of internationally diversified client portfolios
- possess investigative and analytical abilities preferably having spreadsheet software skills
- be expected to participate in the development of investment policy.

Coutts & Co Portfolio Managers Limited is the premier investment firm on the Isle of Man directly managing over £1.5 billion of offshore client portfolios.

The position offers an attractive salary and benefits package to the successful candidate. Send detailed Curriculum Vitae, in strictest confidence to:

The Personnel Office
Reference INV4, Coutts & Co (Services) Limited
Coutts House, Summerhill Road, Onchan Isle of Man IM3 1RB
Tel: (0624) 632222

APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday. For further information please call: Philip Wrigley on 071 873 3361 Andrew Skarzynski on 071 873 4054

RESEARCH ECONOMIST

£18-20,000 AAE

International London firm is seeking a graduate with research related experience ideally in the energy sector. Reading ability of French/German essential, together with good interpersonal and analytical skills and computer literacy.

The Language Business
071-379 3189 (Rec Cons)

Celebrations for the Father of bookkeeping

You might have thought that with half a millennium during which to work, accounting historians would by now have got their facts straight about the development of double-entry bookkeeping. If so, you would be wrong.

Five hundred years after the publication of what is generally acknowledged to be the first textbook of modern accountancy, the academics researching the topic still seem to be as divided in their interpretations as they are in their (surprisingly large) number.

Most would at least agree to a common definition of double-entry bookkeeping: for every debit there is a corresponding, balancing credit. It is a sacred principle still worshipped today, the basis of ledger-keeping - manual and electronic - used daily by millions of number crunchers around the world.

That is about as far as the consensus goes. Few could debate that a weighty book was published in Venice in 1494 called *Summa de Arithmetica, Geometria, Proportioni et Proportionalita*, and attributed to Friar Luca Pacioli, a Franciscan monk turned teacher, which describes the so-called "Venetian method" of accounting.

But was he the author? Was his work original? Was he truly the first to codify double-entry bookkeeping? More important, does it all matter anyway? In the past few weeks, intense argument has been aired on these and other related topics.

Pacioli has certainly triggered a great bout of self-reflection. Some individuals and professional bodies have been so eager to unpop the champagne corks of celebration that they have not waited for November,

The anniversary of a text by a 15th-century monk has sparked debate over the origins of double-entry, writes Andrew Jack

which was the month of publication 500 years ago.

Last month, the Institute of Chartered Accountants in England and Wales - eager to get in first - dressed up a hapless soul in a habit to publicise its "Figures in proportion" exhibition on Pacioli. In characteristically more didactic fashion, the Institute of Chartered Accountants of Scotland held a two-day "Festival of Accounting" conference earlier this month.

In April, the Italians gather in Venice to discuss and dine sumptuously in memoriam of the monk.

It has been left to the enterprising Americans to arrange a four-day recreation of Pacioli's "historic" trek from his birthplace of Sansepolcro to Urbino. The trek takes place this summer, at the conclusion of a seminar, "The Pathway of Pacioli", and has been organised by Dave Tinius and Bill Weiss, two Seattle-based academics who have done more than anyone to nurture festivities over nearly a decade.

Yet these signs of homage are in stark contrast to the dark ages of just a few years ago. Copies of Pacioli's *Summa* were changing hands for extremely modest sums. He was barely recognised or memorialised in his own home town. The Italians had little time for him, in contrast to some of his contemporaries such as Leonardo da Vinci, his friend and collaborator.

Pacioli was certainly an unconventional monk. In spite of taking monastic orders, his friendship with Giuliano della Rovere, who conveniently

became Pope Julius II, led to a Papal bull in 1506 waiving Pacioli's obligation to obey the Franciscan vow to live "in obedience, without property, and in chastity".

He seems to have taken full advantage of all three exemptions, being accused of self-love by Erasmus, living comfortably and incurring the wrath of his fellow monks at death by leaving much of his money to his family and not his monastery.

For Frans Volmar of the University of Limburg in the Netherlands, Pacioli was "the perfect accountant". He sees him as a crusader against the heathenism of his times, a leading proponent of the Franciscan beliefs that mathematics and the arts could revive Christianity.

He says that while the *Summa* was not original in its thoughts, it was a detailed description of the best accounting practices, which met the definition of a conceptual framework as used today by the US Financial Accounting Standards Board.

He argues that among the points Pacioli highlights are the importance of orderly bookkeeping and internal controls, fairness, consistency, full disclosure, relevance, prudence, materiality and the role of profit generation as an objective.

Volmar even sees in the text discussions on more advanced accounting issues such as the treatment of banking transactions, joint ventures, branches, bills of exchange, extraordinary items and foreign currency translation.

Some academics stress that Pacioli

was a great populariser, writing, for example, in the Tuscan and Venetian dialects rather than the Latin which was all but ubiquitous in scholarly circles at the time. It was this that helped form the basis of innumerable copied accounting texts elsewhere in Europe and beyond from the early 16th century onwards.

A more cynical commentator might suggest that Pacioli was also the father of modern creative accountancy. As his text on inventories advises: "Giving to each entry an average price from your own personal knowledge, rather higher than low; that is, should they appear to you as worth 20, put them down at 24. By this means you will obtain better profit."

Others are certainly less convinced than Volmar about the Pacioli's legacy. Among the accusations are that he did not invent double-entry bookkeeping but merely codified it; that he may not have written the *Summa* himself; and that his text is flawed.

As early as 1850, he was being accused of plagiarising from the work Piero della Francesca, his first teacher. The father of modern Pacioli iconoclasm is Basil Yamey, emeritus professor at the London School of Economics. He has suggested a series of inadequate or confusing points in Pacioli's text that cast doubt on the usefulness of the text as a means of instruction in double-entry.

These views are shared by Richard Macve from the University of Wales, who also highlights vital omissions, contradictions and obscurities which

he says make Pacioli's treatise like a computer software manual "which always seems to omit the crucial instruction".

He stresses that Pacioli's experience of commerce is second-hand, and that he fails to describe state of the art accounting already long in place in Venice, covering issues such as depreciation and contingency reserves. Other scholars have traced rudimentary double-entry back at least as far as the 13th century, while some suggest it may have its origins in regions and eras as diverse as ancient Greece or Rome, Arabia, India, Iran, Peru and Spain.

The more fundamental question is whether double-entry bookkeeping matters anyway. Accountants have a vested interest in suggesting its importance as the lubricant if not the fuel powering the development of modern capitalism. They even have an unexpected ally in Goethe, who called it "one of the most beautiful inventions of the human spirit".

But while it may have been mathematically elegant, it may not have been mercantile-relevant. Yamey and Macve - to the dissent of many of their colleagues - suggest that double-entry did not become widely adopted in Europe or the US until the 19th century.

They suggest that while it may in modern time have helped provide coordination and control in large commercial organisations, it was not in any way vital for the development of entrepreneurial capitalism.

Nevertheless, whether for good or bad, accountants would probably have been far less populous in the world without Pacioli. That is his legacy, and the charge on which he should perhaps be tried.

ACCOUNTANT

We are a small aggressive international business, looking to expand by the acquisition of related businesses.

Having completed two acquisitions we now require an accountant to assist with their integration and further acquisitions. Ideally you will be aged in your 30s with experience in corporate finance, venture capital, insolvency and at least an interest in international taxation.

The position will require you to travel.

Please send your application and CV with salary history to:

Box B2300, Financial Times, One Southwark Bridge, London SE1 9HL

EXECUTIVE APPOINTMENTS TO £150,000
JOB SEARCH MADE EASY WITH OUR EXPERT HELP

For over 14 years the largest network of career centres in the UK has specialised in identifying unadvertised vacancies for top executives. Ring now for a confidential meeting without cost: **Connaught**
BRITAIN'S NUMBER ONE EXECUTIVE CAREER SERVICE
32 Savile Row, London W1X 1AG Tel: 071 734 3879 Fax: 071 734 2820

COLEFAX and FOWLER GROUP PLC Finance Director

London

c. £60,000 + car + S/O

The Colefax and Fowler Group plc has an established international reputation both for traditional interior decoration and the design and distribution of its extensive fabric and wallpaper collections. The Group has overseas offices in the USA, France and Australia, whilst looking to expand further in Europe.

The appointment of a new Finance Director, responsible for both the group and the major operating division will accelerate and confirm the achievement of this strategy. Reporting to the Chief Executive, the responsibilities cover all financial and management accounting as a basis to provide a full commercial contribution to the successful management of the Group.

Professional experience will include financial management in a listed company, including the

management of professional and financial advisers. Experience in a service led business, which trades internationally would be relevant. Personal characteristics required are: ability to operate within teams, as both leader and player; objective, succinct analysis; a sustained interest in detail as a sound foundation to effective strategic planning.

Please send your curriculum vitae including current remuneration and giving concise reasons as to how you match this requirement to Peter Dell quoting Reference PD 100 at Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH.

ERNST & YOUNG

DIRECTOR OF FINANCE

cancer research campaign

c£42,000

Central London

For 70 years, the Cancer Research Campaign has been bringing together UK doctors, scientists and the public in the fight against cancer, with a far reaching programme which represents about a third of all cancer research conducted in the UK.

A Director of Finance is now sought to control the organisation's Financial, Personnel and Administrative functions, whilst playing a key role in the development of future strategies. Specific responsibilities will include the provision of management accounts, budget forecasting, reserves control and advising on charity tax for the Campaign and three subsidiary companies. You will also oversee the IT systems, liaise with external investment managers and play an active role on the Management Committee.

This is a high profile and challenging position offering an excellent opportunity to become fully involved in all aspects of charity finance. You will be a qualified Accountant, preferably aged between 40 and 50 with good commercial experience and possibly some previous involvement in a charity. You must demonstrate proven ability to manage and motivate staff, possess excellent communication skills and experience of board level presentations.

Please apply directly to Laura Mosby at Robert Half, Walter House, 418 The Strand, London WC2R 0PT. Telephone 071-836 3545, or evenings on 0277 261433. Alternatively, fax your details on 071-836 4942. As retained consultants, any CVs submitted directly to our client will be forwarded to Robert Half.

ROBERT HALF
Financial Recruitment Specialists

NOKIA

TELECOMMUNICATIONS

UK CONTROLLER

Substantial Package - Huntingdon

THE COMPANY You will have the opportunity to join the fast expanding telecoms division of a world leader in the development and application of digital technology to switching, transmission, and cellular systems.

THE ROLE Based at Huntingdon, you will work closely with UK and Finnish senior management, contributing proactively to the continuing rapid growth of the UK entity.

THE REQUIREMENT First degree plus ACA, or ACMA. Progressive track record in a manufacturing environment followed by controllership duties in a multi-national company. You will be at home in a competence based, non-hierarchical culture. You will display the maturity, resilience and enthusiasm to fit quickly into a fast moving management team.

Boyden

Boyden International Limited
24 Queen Anne's Gate
London SW1H 9AA
071 222 9033

Send CV in first instance quoting ref: 94/120

Business Planning & Analysis Manager

Leisure Division of Major Organisation

c.£35,000 + Car + Benefits

North West

Outstanding opportunity to establish effective business planning and analysis facility within major division of profitable group.

THE COMPANY

- Leisure division of significant UK group, household name, profitable.
- Committed to expand into new market sectors, retaining emphasis on current strengths.
- Reputation for quality of employment and opportunities for personal development.

THE POSITION

- Develop sophisticated business planning and analysis capability. Produce corporate plan. Reports to Finance Director.
- Analyse and evaluate strategic proposals, assist senior management with vision and understanding of business performance.

QUALIFICATIONS

- Qualified accountant, age range 28-35, blue chip experience.
- Intelligent, perceptive, strong on up-to-date financial systems, processes, commentary and analysis.
- Accomplished communicator, able to work with and influence senior management. Bright ambitious team player.

Please send full cv, stating salary, Ref YN1041
NBS, Prospect House, 32 Sovereign Street, Leeds, LS1 4BJ

NBS SELECTION LTD
a BNB Resources plc company

Leeds 0532 453830 • London 071 493 6392
Aberdeen • Birmingham • Bristol • Edinburgh
Glasgow • Manchester • Slough

European Bank

for Reconstruction and Development

Based in London, our teams of top level, dedicated, experienced bankers seek:

Principal Bankers

- to identify and run projects with limited supervision. With at least 5 years experience in transactions, project finance, venture capital, and/or privatisation/restructuring.

Associate Bankers

- to conduct projects with limited supervision. With at least 2 years experience in transactions, project finance, venture capital, and/or privatisation/restructuring.

Environmental Specialist

With a minimum of three years relevant experience to appraise financial sector projects, particularly financial intermediaries, and to further develop environmental procedures, monitoring and training initiatives related to the Bank's on-going programme, broad experience in environmental appraisal of industrial projects.

General requirements: ☐ Degree from a leading university; ☐ work experience in a leading merchant/investment commercial or development bank; specific experience in project finance or development capital is particularly relevant, along with excellent negotiation and marketing skills; ☐ computer literacy is essential but the ability to look beyond the data is even more important; ☐ candidates must possess the confidence to make and to justify decisions based on vigorous analysis of often less than perfect financial operating information; and the demonstrated ability to generate work of an excellent standard with limited supervision; ☐ fluency in English is essential, fluency in Russian is important and fluency in other central and eastern European languages is desirable.

To apply, please write in English quoting reference number FT0394 to: Mr Ernest Mahel, Senior Recruitment Adviser, Personnel Department, European Bank for Reconstruction and Development, One Exchange Square, London EC2A 3EH.

All applications will be acknowledged. Please help by not telephoning.

Essex

£35,000 + Car

FINANCIAL CONTROLLER

Commercial Agent of Change

Following a substantial strategic review, our client, a division of a major British financial services group, is facing a period of tremendous opportunity. Their core expertise is the provision of a range of outsourced IS management services and they have been created as a result of a restructuring in order to exploit further this expertise.

Critical to the success of this initiative is the role played by the Financial Controller. A key member of the senior management team and reporting to the General Manager, the Financial Controller will provide an important commercial input to the organisation in addition to upgrading financial and management information systems and managing the production of monthly accounting information.

The successful candidate will be a recently qualified accountant with a high level of business acumen. The ability to translate raw financial data into meaningful management information is essential as is the ability to use this information to underpin fundamental commercial decisions. This is a high profile role within a group that values strong financial control. Consequently, opportunity for career progression is excellent.

This is a rare opportunity to be involved at an early stage in an exciting business transformation. Please send or fax your CV to advising consultants, Goodman Graham & Associates, quoting reference number 8102, at 8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR. Fax: 0923 854791.

GOODMAN GRAHAM
AND ASSOCIATES

A GOODMAN LURIE company

PolyGram

Foreign Exchange Manager

PolyGram is one of the three largest music companies worldwide and the largest in the UK. In addition to its continued success in pop, classic and music publishing, PolyGram is on track with its expansion into film and entertainment. An impressive strategy of growth has created record sales in the past year of over £2.6 billion, with 30 of PolyGram's albums selling in excess of 1 million units each.

An outstanding opportunity has arisen for a high calibre Foreign Exchange Manager based at PolyGram International in Central London to play a significant role within the group treasury function.

Reporting to the Deputy Group Treasurer this is a key role involving considerable international liaison and reporting. Your varied brief will include:

- Management of Treasury Systems
- Management of Currency Pools
- Management of Local Currency Investing Systems
- Inter-company payments, loans, deposits and loans
- Special projects, ad hoc analysis and reporting

Prospective candidates are likely to be aged between

30 and 35, perhaps ACT part or fully qualified and possessing a minimum of 3-4 years relevant Foreign Exchange/Treasury experience gained within an international organisation. First-class communication skills combined with a high degree of motivation, drive and ambition are pre-requisites.

Preference will also be given to candidates who have worked in continental Europe and particularly those who possess fluency in at least one European language. Ideally, you should also have extensive Bank of America, "International Treasurer" and Lotus 123 systems experience.

Applications are invited from individuals who feel they have the necessary qualities to make a contribution to this dynamic business and take advantage of the excellent future prospects. A competitive package is offered and includes a company car and free parking.

Please write, enclosing a comprehensive curriculum vitae including current salary details to Elizabeth Tinch at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH, quoting ref. 183063, by 31st March 1994.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Wrexham St Albans Leamington Spa
Nottingham Manchester Leeds Glasgow & Worldwide

BUSINESS PLANNING EXECUTIVE

A rare opportunity to plan more than a career

Salary + benefits London, SW1

The Commonwealth Development Corporation (CDC) is a UK Public Corporation providing investment and business support for 240 projects in over 60 developing countries.

We have over £1.5 billion currently committed and are making new commitments of over £200 million per year.

At such a time, the challenge of being our Business Planning Executive is a particularly interesting one, matching outflows for investment in capital projects with the resources available.

On a day to day basis your involvement will be total: from providing management information on the status of new operations and modelling future flows, to refining and further developing our systems.

Reporting directly to the head of Planning and Treasury and working with senior man-

agement, the position enjoys a high profile within the organisation and offers opportunities for career progression.

You are likely to be a recently qualified accountant or MBA with spreadsheet knowledge and an interest in the quantitative aspects of management information and business planning.

Above all, you are a confident communicator who will relish the opportunity to work at the heart of an organisation which helps overseas countries to develop their economies.

In addition to the salary, we offer an attractive benefits package which includes a subsidised mortgage programme and non-contributory pension scheme.

To apply, write with details of current salary quoting serial 2357 to: Valerie Latham, Senior Personnel Executive, CDC, One Bomborough Gardens, London SW1V 2JQ.



Britain Investing in Development

GROUP CREDIT MANAGER - KUWAIT

c. \$40,000 Tax Free + Full expatriate benefits

One of Kuwait's leading highly diversified and professionally managed Groups of Companies with 3000 employees and sales turnover in excess of USD 200 million requires a Group Credit Manager. The Group's operations include Automotive dealerships, Project Engineering, Consumer durables, Computers, Insurance, Travel and various service support entities and International Joint Ventures amongst its many diverse activities.

Key responsibilities for projected debt of USD 100 million will include:

- strategic planning and management of all Group credit through the Credit and Legal Departments with a combined staff of 60
- day to day management of credit approvals with particular reference to hire purchase instalment credit, related accounting, administration, debt recovery and computer systems
- optimisation of profitability by effective cost control.

This challenging senior management position is not a conventional credit processing role but one which offers the successful candidate a real chance to make an impact on the business with a self motivated and flexible 'hands-on' approach.

Candidates aged 35-50 must show commercial acumen, communication skills and would hold an appropriately recognised professional qualification. A proven track record in a hire purchase consumer loan environment is essential.

Please write enclosing a comprehensive CV and a passport size photograph to The Almulia Group, c/o Recalling Limited, 2nd Floor, 115 Baker Street, London W1M 2FE.

PETERBOROUGH

FINANCIAL DIRECTOR

To £35K +

(FX) Car + Bens.

A commercial 'hands-on' F.D. is sought by this expanding autonomous subsidiary of a highly acquisitive fully listed plc.

Candidates must be ACA qualified aged 35 or under, possess a good eye for detail and a decision maker. Prospects within the group are excellent.

Contact Nick Stephens, Nicholas Andrews, 126 Colmore Row, Birmingham B3 3AP.

Nicholas Andrews

APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call Gareth Jones

on 071 873 3779
Andrew Skarzynski on 071 873 4054

Finance Director

to £50,000 + car + bonus
West of England

This company is a fully autonomous profit accountable business within a £ multi-billion UK plc, manufacturing and supplying a very wide range of product to multi-national consumer groups and independent businesses. It is a strong cash and profit generator with an outstanding growth record and a strategy to lighten its grip on existing markets through a searching evaluation of the economics of its current business, in addition to an acquisition programme which will extend its range of operations.

The Finance Director will play a crucial role within the management team focusing on a range of strategic issues including the structure of operations, product and market profitability, major capital programmes and acquisitions. The position will require the development of a finance function strong in financial analysis and management reporting as well as fundamental accounting, and strong leadership of the business systems/IT function.

Applicants must be creative, graduate calibre accountants with experience at a senior level in a substantial manufacturing group which operates to top multi-national standards. Strong inter-personal and communication skills should accompany managerial experience and a flair for leadership. There are excellent further prospects within the Group.

Age guideline 32-40.

Please reply in confidence quoting ref L550 to:

Brian H. Mason,
Mason & Nurse Associates,
1 Lancaster Place, Strand,
London WC2E 7EB.
Tel: 071-240 7805.

Mason & Nurse
Selection & Search

GROUP CHIEF ACCOUNTANT

Bass from £50,000 + outstanding benefits package

Bass PLC has an enviable reputation and record as one of the UK's leading groups with substantial interests in drinks, hotels and retailing. With well established investor relations it is at the forefront of best practice in the field of accounting disclosure. Following promotion to a divisional directorship, an excellent opportunity has arisen for a Chartered Accountant to become a key member of the central finance function.

Controlling a small team of professionally able accountants you will be responsible for the production of the Group's Financial Statements and for providing accounting advice to divisional and senior Group management and information to investors.

You will establish and review the Group's accounting policies as required and will play a key role in the design and development of its computer based accounting systems.

● Aged under 40, you will currently be at either a senior managerial level with a major practice or at the centre of a multi-national group using sophisticated external and internal reporting techniques.

● You will have a strong technical bias, including ideally a knowledge of US accounting practices. You will also have the ability to command the respect of senior divisional executives, using your internal consultancy skills to form effective relationships and to work closely with them on a broad spectrum of major projects.

● Bass offers a significant package that includes share options, bonus and other benefits associated with a senior position.

Please write with full CV, including salary history and daytime telephone number quoting reference 3042/FT, to John Sleigh FCCA, Phillips & Carpenter, 2-5 Old Bond Street, London W1X 3TB.
Tel: 071-493 0156 (24 hours).

Phillips & Carpenter

Selection Consultants

TREASURY REPORTING

An unusual opportunity for a young accountant with some exposure to the Securities sector to gain Treasury experience within the rapidly developing London operation of a US Investment Bank.

CITY

to £30,000 + bonus

As part of the firm's continued commitment to Europe, the Treasury function is in the process of expanding.

This strategic appointment will initially be concerned primarily with the strengthening and enhancement of management reporting for the funding aspects of existing and new products. Strong analytical skills and an interest in the development of computerised systems is essential.

As head of a reporting team of three, the role involves extensive liaison with the front office as well as with the Treasury funding team. To take full advantage of the opportunities in this fast-paced environment, it is likely that you will have a pro-active approach, a resilient character and the potential to pursue a broader career within Treasury.

If you want to be part of culture where performance really does influence reward, please contact Susan Milford at Carrington Heath, City Business Centre, 2 London Wall Buildings, London Wall, EC2M 3PP, quoting reference 148918.

Tel: 071 628 4200
(eve. 0483 37480)

CARRINGTON HEATH

Fax: 0483 576724

Audit Manager

North West

to £40,000, car, benefits

Highly autonomous, rapidly expanding retail division of circa £1.4 billion turnover UK Plc seeks talented finance professional to establish effective audit function to enhance management and financial controls. Ambitious young management team committed to achieve a turnover of £400 million through aggressive store opening programme and increased market share.

THE ROLE

Establish and develop effective audit service to retail, distribution, service and head office operations • Lead, develop and motivate dedicated professional team to enhance internal control systems and improve efficiency and profitability across all operational areas • Work closely with units to highlight and address critical business areas.

THE QUALIFICATIONS

Graduate Accountant, late twenties/early thirties, with exceptional record of professional and academic achievement. Personal stature and presence • Previous retail experience and exposure to substantial and complex organisations • Motivated, ambitious and excellent communicator. Credibility to work with and influence senior management.

Please reply in writing to BHM Search & Selection 27 York Place Leeds LS1 2EY enclosing a full curriculum vitae and quoting Reference BHM 10071. Telephone 0532 467033 Facsimile 0532 470191.

BHM
SEARCH & SELECTION

To £80,000 package
+ benefits

Multinational UK Plc

London

Group Chief Accountant

Rare opportunity for a high calibre Chartered Accountant within a complex, divisionalised quoted group with substantial overseas operations. The key challenges are to ensure best practice in group reporting, provide a first class forecasting service and support Group Finance in underscoring the atmosphere of tight financial control at the centre.

THE ROLE

■ Key member of a new Group finance team, reporting to the Group Financial Controller, undertaking a fundamental review of Group reporting and control. Creating a centre of excellence on Group-wide technical accounting issues supporting the Divisional Finance Directors.

■ Full responsibility for enhancing Group financial accounting and reporting. Supporting a major systems upgrade project as a key contact for third party advisors.

■ Leading a small Head Office team providing Group forecasts and budgets to allow identification of key performance measures and variances from budget.

THE QUALIFICATIONS

■ Outstanding 'big six' trained graduate ACA, aged early 30s+ with experience at the centre of a rigorously controlled complex international quoted Group.

■ Commercially-focused technical expert dedicated to establishing and maintaining exemplary corporate compliance. Highly IT literate.

■ An energetic, mature and positive individual with stature and credibility. A hands-on implementer with integrity, toughness and character.

Leeds 0832 307774
London 071 493 1238
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. F009004L,
16 Cornhill Place,
London WC2R 3BW

Head of Product Control London

Our client is a dynamic international bank which prides itself on remaining at the forefront of global product innovation and development. Responsiveness to continual change and the increasing complexity of derivatives trading necessitate the appointment of a Head of Product Control.

This high profile role is wide ranging, covering all aspects of financial control, business support, valuation and risk management for the Treasury, Capital Markets and Fixed Income businesses, with a future need to provide similar support to Equities.

Extensive liaison with the front office and the leadership and motivation of a large team will be essential to ensure that future developments, in addition to day to day

control issues, are effectively managed.

The individual we seek will be a qualified accountant who is a self motivated high achiever, with extensive experience gained in financial services. Strong derivative product knowledge, exposure to risk management, excellent interpersonal skills, a desire to influence the business and a flexible approach are pre-requisite to the appointment.

An excellent remuneration package, including generous basic salary and full banking benefits, reflects the seniority of this position.

Interested applicants should forward a comprehensive CV, quoting reference 183703, to Diane Forrester ACA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leathfield Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Director of Finance

c. £55,000 + bonus + share options - Home Counties

For the European division of an internationally renowned consumer goods company with worldwide sales of £1bn+.

The brands are well established and heavily supported in the UK and on the Continent. New brand introductions and acquisitions are planned to maintain rapid growth.

■ **RESPONSIBILITY** is to the President, Europe, for high standards of financial control, reporting, analysis, planning and information across the division combined with direct responsibility for the management of the UK finance function. There will be a significant involvement in corporate development and all major commercial negotiations.

■ **THE NEED** is for a qualified accountant, educated to degree standard, with a proven record of senior financial management in an international group. Familiarity with GAAP reporting and fluency in Italian are highly desirable. Energy, rigour and a hands on style will be the hallmarks of the successful candidate.

Write in confidence, enclosing a Curriculum Vitae and quoting ref: T7733 to

TK

SELECTION

8 Hulam Street, Lond. n. W1N 6DT Fax: 071 631 5317
A DIVISION OF TYZACK & PARTNERS

BROAD FINANCIAL AND COMMERCIAL RESPONSIBILITY

Full Business Involvement

Many advertisements claim the above. Our client can substantiate this claim through a role which demands a proactive commercial input and creative innovation.

As Financial Controller of this rapidly developing unit within a profitable division of a £ billion turnover brand name you will enjoy the following responsibilities:

- Reporting to the General Manager, you will provide overall financial direction and control through 4 staff
- A high profile role within the unit's management team, influencing commercial decisions and strategic business plans
- A wider involvement within the Divisional Finance team and the opportunity to play a key role in important developments

As a young qualified Accountant (likely age 27-32 years), your high level of financial integrity and technical ability are taken as read. The essential attributes which this opportunity demands include:

- Strong influencing skills and high level of personal and commercial credibility
- An innovative approach to business development and an ability to promote your own original ideas (as well as objectively evaluate those of other key personnel)
- A determination to progress within the organisation

The position is based in Berkshire but will involve regular travel throughout the UK locations.

If you are keen to pursue this exceptional career opportunity you should write to Karen Wilson, Director as soon as possible at FMS, 5 Bream's Buildings, Chancery Lane, London EC4A 3DY enclosing a recent CV and a note of current salary.

A MEMBER OF THE FSD GROUP

BERKS

£30-£35,000
PLUS BONUS
PLUS CAR

GROUP FINANCIAL DIRECTOR

Surrey

£65,000 + Car
+ plc Benefits



This research based pharmaceutical company has prescription products on the market in several countries, an internationally recognised series of OTC brands, and a strong pipeline of important innovative medicines. One of the smaller companies in the pharmaceutical sector listed on the London Stock Exchange, it has a Board of Directors of international standing and exceptional opportunities for future growth.

Reporting to the Chief Executive, you will assume full responsibility for financial affairs and be involved in preparing the company for major national and international development. You will have considerable involvement with the city and its institutions and with equivalent organisations in the USA. You will be responsible for advising the board of the financial implications of business decisions in all sectors of the company including R&D, manufacturing, marketing and sales.

The position is not a conventional processing role, but one which will attract and reward a graduate qualified accountant, probably but not necessarily in the age range 35-45, with experience of Plc financial management, ideally gained with companies which have important R&D and manufacturing activities.

Interested candidates should write promptly to Mark Rowley enclosing a full Curriculum Vitae, quoting reference MR453.

HARRISON WILLIS

SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St., London W1X 3PD. Tel: 071-629 4463
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

Product Analysis & Support - City

Exceptional Qualified Accountant £ Excellent Package

NatWest Markets holds a pre-eminent position in the world of corporate and investment banking. Comprised of nine highly successful businesses, our activities cover trading, corporate banking, asset management and specialist advice. We employ over 5,300 staff across 32 locations in 14 countries, supported by assets of £50 billion. NatWest Markets combines expertise with exceptional strength, energy and stability - a unique combination which is reflected in our continuous record of growth and success.

Our expansion has created a role within the middle office trading support function of the Securities Division. You will take responsibility for identifying the risks, proposing accounting policies and the periodic reporting for a discrete team of equity/liquidity derivative traders. In particular, the position covers the control and assessment of ongoing and proposed business strategies. You must also possess the technical skills and the supervisory experience necessary to motivate and lead a small team and the confidence to liaise effectively with trading, taxation, legal and operations personnel.

Probably aged 26-32, you will be a qualified accountant with at least two years post-qualification experience of a banking environment. A significant proportion of this time must have been spent within a product control function. Alternatively, you may be working within Public Practice and have extensive exposure to financial markets. Strong interpersonal skills, a high degree of professionalism and the ability to work to tight deadlines will be essential. This high profile role will also require the competence to deal with senior management and to provide innovative solutions to business problems as they arise.

For further information, please contact our advising consultants, Guy Townsend or Brian Hamill of Walker Hamill Ltd on 071 287 6285. Alternatively, forward a brief resume to their London office at 29-30 Kingsly Street, London, W1R 5LB, quoting reference GT312. All direct responses will be forwarded to Walker Hamill.



NATWEST MARKETS
Corporate & Investment Banking

FINANCIAL CONTROLLER

SURREY

ATTRACTIVE SALARY AND PACKAGE NEGOTIABLE

For a fast growing private company with a current turnover of £15 million, which designs and supplies innovative products in the Auto Accessory, Auto Security and Garden Accessory markets, in the U.K. and mainland Europe.

Reporting to the Managing Director you will be responsible for the day to day operation of all aspects of the finance, accounting and systems functions of the company supported by a small accounts team and a systems manager. In addition to possessing strong cash and inventory management skills, the successful candidate should be able to report effectively and to advise non-financial managers on budgetary and control issues.

You will be 30 - 40, a qualified accountant, preferably ACMA, and highly computer literate. You must be commercially aware with good experience in a quality production environment where the customer is of top priority.

You will be lively and energetic with a strong interest in all aspects of the business and in working with line managers in a positive and supportive way.

Please send your career and current salary details, marked private and confidential to:



Barrie Martin
Managing Director
Metro Products (Accessories & Leisure) Ltd.
Eastman House
118 Station Road East
Oxted Surrey RH8 0QA

INTERNAL AUDITOR

SURREY

c.£25,000 + CAR + BENEFITS

Our client, a major service industry group in the business-to-business sector has an up-to-date approach to the role of audit in business.

Promotion of a present incumbent to a line role has created an opening for a graduate ACA to join the internal audit department as monogor of the small young Head Office team.

Reporting to a Group Internal Audit Manager the role consists of supervisory responsibility for all audits, covering group systems at Head Office and field operations in the South, some of which will be carried out with direct participation and some assigned to other staff.

Probably aged 25+ with one or two years post qualification experience, self motivation, ambition and excellent interpersonal skills are a pre-requisite for the appointment. Benefits which include on in-house fitness centre are excellent as are personal development prospects.

Please write in complete confidence quoting Ref. DN394 to:

2000

SEARCH AND SELECTION

Executive 2000 Search & Selection
Sutton Park House, 15 Cornhill Road,
Sutton, Surrey SM1 4LD Fax: 081-643 8663

International TOR Rectifier

CHIEF ACCOUNTANT

Oxted, Surrey

Competitive Salary

Our client, is the £56m UK subsidiary of a multi-million dollar American hi-tech multi-national. International Rectifier is the market leader in the supply of power transducers to a wide range of 'blue chip' consumer, automotive and industrial clients, many of whom are household names.

With both historic and forecast year on year growth of 20-25%, International Rectifier's mission statement dictates worldwide revenue of \$1BN by the turn of the century. In order to accommodate this growth they are seeking a pro-active individual who has not only a strong technical background, but also the ability to improve the reporting cycles, aid in the implementation of advanced systems and manage the control of their treasury function.

The ideal candidate will be a qualified accountant with commercial experience gained either in a manufacturing or a service organisation. This is a superb opportunity to grasp a challenging role in a company which seeks to dominate its market and expand into new European and Worldwide markets.

Please send or fax details to Keith Tracy, Heathfield Hargreaves Ltd, 6 Bolto Road, Haywards Heath, West Sussex RH16 1BB. Tel: 0444 416636 Fax: 0444 416002.

HEATHFIELD HARGREAVES

Limited

London • Sussex • Northampton

FINANCE DIRECTOR**Kent****£40,000 + Car + Benefits**

Our client, a well established Public Limited Company in the financial services sector is now seeking to appoint a Finance Director.

This Main Board appointment will report directly to the Group Managing Director. Your brief will be to make a significant contribution to the development of the group's financial strategy and policies with other members of the Main Board. You will also be responsible for reviewing and developing the group's financial structure, together with ensuring that comprehensive controls and reporting procedures exist in all areas of the business. Additionally, it will be necessary for you to liaise with external advisors and regulatory bodies, as well as guaranteeing that financial information is produced accurately and to a deadline.

Candidates, with experience in corporate finance, should be aged 35 to 50, and have at least 10 years post qualification experience gained preferably in the financial services sector.

Please write, enclosing your CV and salary details to:

Sylvia Adams,
Personnel Consultant,
Menzies Personnel Consultants,
Ashby House,
64 High Street,
Walton on Thames,
Surrey. KT12 1BW
Tel: 0932 247611

**CHIEF ACCOUNTANT****Central London****to £35,000 + benefits**

The Carphone Warehouse is the leading retailer of mobile communications equipment in the UK and is experiencing a period of rapid growth (1/0 £40m). The company now seeks to recruit an experienced Chief Accountant to strengthen the finance function to accommodate the next stage of its development.

Reporting to the Finance Director, you will be responsible for the production of weekly/monthly management information and financial reporting to tight deadlines. Statutory accounts, budgets and a variety of project based assignments will be a major part of the role together with continual enhancement of strong financial and cost controls.

Candidates aged 35-50, are likely to be qualified ACA or ACCA and have a proven track record at senior management level within a multi-site retail environment. Candidates will demonstrate a strong work ethic and high level of experience in integrated financial/operational computer systems.

Candidates should forward their curriculum vitae to
Edward Charlton at Charlton Holden Accountancy,
12 Upper King Street, Norwich NR3 1HA. Telephone 0603 767675

**Finance Professionals****Liverpool**

This profitable, well managed Division of The Littlewoods Organisation plc has a turnover in excess of £1bn. The business is building on its success to date and pursuing new market opportunities. Committed to developing its staff, the finance team requires three key individuals for vacancies created by internal promotions.

**Financial Controller
Sales & Product Analysis****To £45,000 + Car & Benefits****THE POSITION**

- Provide product and outlet profitability information. Form key relationships with Buying and Merchandising Directors.
- Account for and analyse sales. Control stock accounting. Develop existing systems.
- Report to Finance Director. Manage team of 60+ including substantial accounts payable department.

QUALIFICATIONS

- Ideally early-mid 30's. Graduate calibre. Qualified CIMA or ACA.
- Strong technical experience in stock control and product costing, possibly gained in manufacturing environment. Background in systems development and implementation.
- Excellent communication skills. Ambitious and capable of career progression.

Ref MN1038

**Systems
Accountant****To £33,000 + Car & Benefits****THE POSITION**

- Develop new integrated systems in line with finance function needs. Ensure data flow integrity.
- Manage small team. Liaise with IS department and users. Represent finance function in inter-departmental working parties.
- Develop flexible systems to meet changing business requirements.

QUALIFICATIONS

- Graduate calibre qualified accountant. Knowledge of systems design and implementation. Probably aged 28+.
- Specialist in large computer systems in an integrated environment. Oracle and Unix experience an advantage.
- Creative problem solver. Confident and articulate. Broad business awareness.

Ref MN1039

**Financial Planning
Manager****To £35,000 + Car & Benefits****THE POSITION**

- Control, co-ordinate and review financial planning of Division.
- Enhance corporate planning model and evaluate new business opportunities. Appraise major capital investments.
- Liaise closely with other departments on existing and new business profitability.

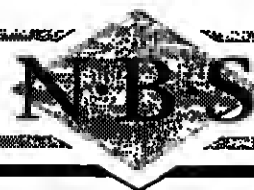
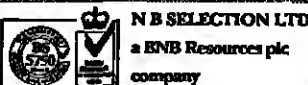
QUALIFICATIONS

- Graduate calibre qualified accountant. Commercial experience in large corporate environment with PC and mainframe modelling packages.
- Professional approach with excellent communication and presentation skills. Able to form relationships at all levels.
- Self-motivated with initiative and originality. Team player. Probably aged 28+.

Ref MN1040

Please send full cv, stating salary and quoting relevant reference, NBS, Courthill House, Water Lane, Wilmslow, Cheshire, SK9 5AP

Our client is an equal opportunities employer with an action programme.



Manchester 0625 539953 • London 071 493 6392
Aberdeen • Bristol • Edinburgh
Glasgow • Leeds • Manchester • Slough

Director of Finance**West of London****c£45,000 + car + benefits**

Our client is a privately owned company in the advertising/media field with a network of locations around the country.

A major policy change calls for close integration and control of the financial function at the centre. The initial task is to implement this change and institute and ensure appropriate procedures and controls. Thereafter the key tasks are to maintain tight financial management, acceptable reporting to the Board, and contribute to the overall direction of the business and its profitability. Additionally,

the job will embrace the Company Secretary function and include personnel administration.

Candidates should be experienced in financial management and systems within the service industry. They should display the strong inter-personal skills needed to carry through the policy change and contribute at Board level.

Please write - in confidence - enclosing a CV and details of current remuneration to Garry Long, ref: GL01, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

MSL International
CONSULTANTS IN SEARCH AND SELECTION

**FINANCE
DIRECTOR
(DESIGNATE)****Central London****c.£65,000 + Exceptional
Benefits Package**

This group provides an innovative and creative approach to energy supply, management services and systems to a broad range of clients in both industry and commerce and has quickly established itself as an acknowledged leader in one of the fastest growing markets of the decade.

With substantial support and backing from major corporations, the organisation is poised to create and develop a clearly customer focused infrastructure impacting on its ability to further dominate throughout the UK.

This key appointment is seen as a vital step in promoting the role and impact finance will have in terms of future expansion, development and control. Reporting to the Chief Executive you will:

- Develop a professional and efficient finance function designed to clearly monitor, control and contain envisaged growth.
- Create and innovate ways in which finance can analyse and critique business driven issues focusing on client and market related initiatives.
- Devise strategies to financially drive operations within clearly defined corporate objectives.

You will be a graduate accountant, aged mid 30's with outstanding personal qualities who can demonstrate a significant level of achievement in a blue chip environment. You will command respect and credibility at Main Board level, display superior interpersonal skills and be seeking a role offering excellent rewards and future prospects.

Interested candidates should write to Charles Austin or Michael Herst, enclosing a full Curriculum Vitae and quoting reference CA454.

HARRISON WILLIS
SEARCH AND SELECTION PARTNERSHIP
39-40 Albemarle St., London W1X 3FD. Tel: 071-629 4463
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

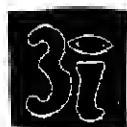
**FINANCIAL
ACCOUNTANT****c.£35k PACKAGE**

3i is a leading investment capital company, with £2.6 billion of assets invested in c.3,500 companies throughout Europe. Investing an average of £1.2 million each working day, 3i plays an important role in facilitating the expansion of small to medium size businesses and encouraging wealth creation. It is intended to seek a Stock Exchange listing for 3i later this year.

To augment our technical strength we now seek a Financial Accountant who will offer expert advice on the application of GAAP, Bank of England reporting and other statutory and regulatory requirements. You will be able to deputise for the Group Financial Accountant, to whom you will report and whose additional responsibilities include the preparation of statutory and published accounts.

You should have a good degree and be a Chartered Accountant with at least eight years' post qualification experience in a leading practice or large public company. You will also have a demonstrable record of achievement. This high profile role demands considerable professional credibility and good written and spoken communication skills. Experience in a Financial Institution would be an advantage.

An attractive financial sector package including comprehensive benefits and relocation assistance will be offered to the right person. If you think you should be on the short list, please send your c.v. and a covering letter to Paula Bates, 3i plc, Trinity Park, Bickenhill, Birmingham B37 7ES. Tel: 021-782 3131.



3i
INVESTORS
IN
INDUSTRY

**THE AFRICAN
DEVELOPMENT
BANK GROUP**

The AFRICAN DEVELOPMENT BANK, a Pan-African Development Finance Institution with membership of States from Africa and outside Africa with its headquarters in Abidjan (Republic of COTE D'IVOIRE) invites applications from candidates who are citizens of the 76 member states and are under 50 years of age, for the following position.

Financial Accountant

Candidates must be professionally qualified accountants with a minimum of 5 years experience in a comparative environment, a thorough knowledge of computerized accounting systems, and an in-depth knowledge and experience in swaps, hedges, bonds future and options. Proficiency in English or French, with a good working knowledge of the other, will be an advantage.

The Bank offers a competitive tax free salary package. Benefits include installation, dependency and education allowances, life and medical insurance, home leave and retirement plan.

Application with complete curriculum vitae indicating name, date of birth, nationality, present address, educational qualifications and employment history should be sent before April 30, 1994 to:

The Director
Human Resources
Management Department
African Development Bank
01 B.P. 1387
ABIDJAN 01
COTE D'IVOIRE

Telex : 23717, 23498, 23263
Fax : (225) 20.49.43
Tel : (225) 20.47.09 or 20.41.04

BUSINESS ACCOUNTANT**London****c£35,000 + Car + Generous Benefits Package**

Our client is one of the foremost investment management groups serving pension funds, international institutions and private investors. The organisation has an impressive growth record and is renowned for its ability to attract and retain staff of the highest calibre.

Internal promotion has provided the opportunity for a young accountant to join the group to manage a small management reporting and analysis team. The responsibilities of this important position will include financial forecasts, analysis and commentaries on the group's worldwide activities, together with ad hoc project work.

Applications will only be considered from Chartered Accountants aged 26-30 with an exemplary academic record and a minimum of two years post qualification experience. Preference will be given to candidates with extensive experience of special projects.

This appointment presents a unique opportunity to join a first class firm providing excellent career prospects.

For further information please contact Ken John on 071-831-2323 (evenings/weekends 081-542-3990), or write to him at Hudson Shribman, Vernon House, Sicilian Avenue, London WC1A 2QH (Fax 071-404-5773).

HUDSON SHRIBMAN

financial recruitment

**The
Top Opportunities
Section**

appears every Wednesday.

For advertising
information call:
Philip Wrigley
071 873 3351

**FINANCIAL MANAGER
BERKELEY BUREAU
GAMING PERSONNEL**

Our client, an International Casino operator have a vacancy for a Financial Manager in their Budapest office in Hungary. Applicants must have experience in international banking tax payroll, company accounts and be computer literate. In addition the person will probably be aged 30 to 45 years of age, with formal accountancy qualifications. The company will offer a negotiable salary, health insurance, accommodation and flights.

Please send C.V. and photo to Box 82310, Financial Times,
One Southwark Bridge, London SE1 9UL.

LOOKING FOR A BOARD LEVEL APPOINTMENT?

Do you already command at least a £50K package?

Are you a successful individual looking for your next step?

Would you like to gain confidential access to unadvertised opportunities?

If your response to all three is yes, then PMC is your next logical step. We work exclusively with a limited number of high calibre individuals with the aim of securing senior appointments in the UK and overseas.

Over the years we have provided the only results-driven service of its kind anywhere in the UK.

Fax your C.V. today with day time contact number.

In confidence to 0262 678294 or telephone Ralph Clark

on 0262 400153.

the **PMC Group**
Accessing opportunities at the highest level.



Lucas

Lucas Industries plc is a leading international organisation providing advanced technology systems, components and service to the world's aerospace, automotive and applied technology markets. Lucas has a global T/O of £2.5 billion operating extensively in the UK, Europe, India, North and South America and with an expanding market share in South East Asia and The Pacific Rim. In 1993 Lucas increased performance and improved profitability by focusing on the most strategic elements of the business, and is now well placed to capitalise on its strengthening competitive position.

As a direct consequence, there are a number of exciting opportunities to join the international audit function operating from the corporate headquarters in Solihull, West Midlands.

INTERNATIONAL AUDIT MANAGER

- Reporting to the Director - Internal Audit with responsibility for reviews of UK and International operating units across the group with a T/O of £1.3 billion.
- Qualified Accountant with approximately 10 years PQE, recent Financial line management and a strong internal/external audit background.
- International travel of around 35%.
- Flexible individual who will play a key role in the development of the recently re-focused audit function.
- Excellent communicator at all levels with strong inter-personal and man-management skills.
- Must have the potential to progress to a Senior Financial line management role within Lucas.

SENIOR AUDITORS

- Qualified Accountants with up to five years PQE.
- International travel of around 70%, fluency in Spanish, French or German would be an advantage.
- Commercially aware with a Blue Chip or Big 6 background preferred.
- Comfortable in a manufacturing environment.
- Good communicator with strong inter-personal skills, a team player who is able to gain the confidence of Senior management.
- Candidates should have the potential to move to a Financial line position within Lucas in 2-3 years.

These are genuine career development opportunities and carry an appropriate, comprehensive remuneration and benefits package.

Please send a full CV to ADRIAN HINDMARSH at INTER-SELECTION ACCOUNTANCY RECRUITMENT, 65 Church Street, Birmingham, B3 2DP.

inter - selection
accountancy recruitment

Group Finance Director

Remuneration c£90,000

For an expanding and profitable Northern based PLC with turnover in excess of £200m, manufacturing industrial products in the United Kingdom and abroad.

- **RESPONSIBILITY** is to the Group Managing Director for the financial management of a multi-site manufacturing group, providing strong leadership at the centre and to subsidiary finance directors. The prime tasks are to ensure tight financial control of group activities, improvement of management information systems and strategic input at board level.
- **THE REQUIREMENT** is for a chartered accountant and graduate, aged 38-48 years, with strong all round professional and commercial skills and good intellect. While quoted company experience is not essential, candidates must be credible in a highly operational environment.

Please write in confidence, enclosing a Curriculum Vitae, quoting ref: E7721 to

TK

SELECTION

13-14 South Parade, Leeds LS1 5QX. Tel: 0532 426707. Fax: 0532 426898
A DIVISION OF TYZACK & PARTNERS

THE AFRICAN DEVELOPMENT BANK GROUP

The AFRICAN DEVELOPMENT BANK, a Pan-African Development Finance Institution with membership of States from Africa and outside Africa with its headquarters in Abidjan (Republic of COTE D'IVOIRE), invites applications from candidates who are citizens of member states and are under 50 years of age, for the following position.

EDP Auditor

Candidates must have an advanced university degree in Finance or Accounting, Information systems and Computer systems. A minimum of five years in auditing computerized financial and information systems. A sustained record of performance in EDP auditing. Knowledge of specific audit methodologies and techniques: a) systems based auditing, b) flow - charting techniques, c) computer auditing, d) testing methods, e) operational auditing and f) attest auditing. Good inter-personal and communication skills, ability to work with teams, proficiency in English or French with a good working knowledge of the other will be an advantage.

The bank offers a competitive tax free salary package. Benefits include installation, dependency and education allowances, life and medical insurance, home leave and retirement plan.

Application with complete curriculum vitae indicating name, date of birth, nationality, present address, educational qualifications and employment history should be sent before April 15, 1994 to:

The Director
Human Resources
Management Department
African Development Bank
01 B.P. 1387
ABIDJAN 01
COTE D'IVOIRE

Telex : 23717, 23498, 23263
Fax : (225) 20.49.43
Tel : (225) 20.47.09 or 20.41.04

CHARITY FINANCE DIRECTORS' GROUP

EXECUTIVE SECRETARY AND FLEMINGS SENIOR RESEARCH FELLOW negotiable to £35,000

Founded in 1988, the Group exists to represent and meet the needs of senior financial managers in the charity sector. It has grown to its present membership in excess of 500 through the efforts of its volunteer committee, and has now decided that an Executive Secretary is needed to help further its future development.

The overall aim of the Group in establishing the new post is to assist the committee in continuing the development of its role, profile and membership.

The post requires a self starter with the stature to command respect at the most senior levels in the charity sector and related fields. Other essential attributes are substantial financial experience, and communications and administrative skills. An accountancy qualification, recent voluntary sector/charity finance experience and editorial and publishing skills are also desirable.

The Executive Secretary post is expected to take three days a week. Sponsorship from Flemings has however been obtained for a full time post, on the basis that the postholder will devote the remaining two days to participate in research initiatives in the Centre for Charity and Trust Research at South Bank University. Charity Finance Directors' Group and South Bank University believe the combination of roles is appropriate, and will be rewarding to the right candidate.

The post will be based in London. Salary will be negotiable up to £35,000. For further particulars please write enclosing a s.a.e. to:

Mrs Claire Webb, CFDG, c/o Barnardo's, Tanners Lane, Barking, Essex IG6 1QG.
Closing date for receipt of applications: 31 March 1994.

CHIEF CREDIT OFFICER

High Profile International Company

c. £45,000 + Benefits



FT/LES ECHOS

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone: Philip Wrigley on 071 873 3351

EUROPEAN FINANCIAL CONTROLLER

c. £40K + CAR ALLOWANCE + BENEFITS

ICN Biomedicals is a leading supplier of biotechnology research and diagnostic products with manufacturing and operating facilities in 19 countries.

ICN Biomedicals want to recruit a European Financial Controller, the key responsibilities will include:-

- Financial consolidation of all European results and reporting to the US parent
- Analysis of financial and operating results
- Preparation of the annual financial plan and budget
- Supervise country regulatory and statutory reporting for all European sales offices
- Provide administrative support to the Vice President, International Sales and Marketing and the individual country managers

The ideal candidates will be qualified to ACA level, have previous experience of working in a worldwide sales and distribution company and be fluent in at least one other European language. The position reports to the CFO in California.

ICN are prepared to offer the successful applicant a salary up to £40,000 p.a., plus car allowance and pension scheme.

Please send full C.V. to Human Resources, ICN Biomedicals Ltd, Thame Park Business Centre, Watlington Road, Thame, OXON OX9 3XA



CAYMAN ISLANDS GOVERNMENT

The Cayman Islands Public Service Commission invites applicants for the position of:

ACCOUNTANT GENERAL

The successful applicant will be the head of the Treasury Department of the Cayman Islands Government and the principal accounting advisor to the Financial Secretary. Responsibilities will include the compilation and supervision of the Government's accounts, the management of accounting operations and procedures, and ensuring that regulations, directions and instructions provided for under the Public Finance and Audit Law, in respect of the safe custody and accounting of public funds, are complied with.

The successful candidate will possess excellent proven managerial and interpersonal skills, a full professional Accounting qualification and have at least seven years of relevant senior management experience in Public Accounting.

The appointment is on contract for two years in the first instance with an option to seek renewal. The tax free salary is in the range C\$ 52,000-59,000 per annum (C\$ 1 = US\$ 1.20). Benefits include air passages, free medical care and a baggage allowance.

Application form and further information is available from: The Cayman Islands Government Office, Trevor House, 100 Brompton Road, London SW3 1EX. Tel: 071 823 7613. Closing date for receipt of applications is 6 April 1994

A unique opportunity has arisen within the financial group of a world renowned international organisation, which is currently recognised as a market leader in this highly client focused business environment.

The Chief Credit Officer will be responsible for managing the client accounts department. Reporting directly to the Chief Financial and Administrative Officer, the role concentrates on the prompt collection and settlement of all sales, evaluation of credit worthiness and liaison with computer information systems to improve the monitoring and reporting of information globally.

Candidates should have extensive experience in the financial services industry in the fields of lending, business development and management skills.

Interested candidates should contact Brian McCreery or Andrew Redden on 071-629 4463 (evenings/weekends 081-875 1068) or write enclosing a detailed curriculum vitae to the address below.

HARRISON WILLIS
FINANCIAL & LEGAL RECRUITMENT CONSULTANTS

Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM • PARIS

Forward broker

Major French money market broker

Excellent packages

This major French money broker is already enjoying considerable success and is committed to excellence in serving his clients. As a result of increased market activity, he is now looking to expand his team by adding British or fluent English speaking candidates.

Candidates will ideally be in their early twenties and claim a minimum of one year of experience in broking currency forwards.

Please contact Odile Couvert on 331 45 62 55 13 or send a full CV quoting reference 24-446 to Onoma, 26 rue de Berri, 75008 Paris.

An educational background and a minimum practice of the French language will be a valuable asset.

Candidates must demonstrate excellent credentials and outstanding interpersonal skills.

In return, our customer offers a highly attractive compensation package and good career prospects for this position located in Paris.

Onoma

GRUPE COURTAUD

Cranfield
UNIVERSITY

FINANCE AND ACCOUNTING AT CRANFIELD

Due to the dynamic expansion of our activities in degree programmes, research and particularly short executive programmes, Cranfield School of Management is seeking to expand and develop its Finance and Accounting Group at all levels including at Professional level. Prospective candidates may come from either academic or business backgrounds, those from academia should be able to demonstrate a strong track record in research and publications, while those from business should have a career progression leading to a senior financial management position. All candidates should be experienced across the range of financial management and accounting but should be able to demonstrate specialism in one or more of the following areas:

- FINANCIAL STRATEGY
- STRATEGIC MANAGEMENT ACCOUNTING
- INTERNATIONAL FINANCE
- GLOBAL FINANCIAL SERVICES
- STRATEGIC BRAND MANAGEMENT
- TREASURY MANAGEMENT

If you wish to discuss in confidence the opportunities, please contact Professor Keith Ward, Head of the Finance and Accounting Group, on 44 (0) 234-754360.

Formal applications are invited in writing addressed to the Personnel Department, Cranfield University, Cranfield, Bedford, MK43 0AL, England, quoting reference 4037B/FT.

SCHOOL OF MANAGEMENT

The Top Opportunities Section

appears every Wednesday. For advertising information call: Philip Wrigley 071 873 3351

Finance Tutor

package £40k

We were formed in 1987 and have grown to nine full time tutors supported by selected associates. We provide tailored management training to over 50 major public companies in finance, marketing and people management and trained 4,000 managers in 1993.

The growing demand for our services has created an opportunity for a full time finance tutor to join our team of five qualified accountants, capable of designing and presenting practical programmes in the following areas:

- financial accounting
- financial analysis
- management accounting
- investment appraisal

We require you to have broad-based financial experience, gained within the service or manufacturing sectors, equipping you with an understanding of total business operations and the ability to work at a senior level. You must be self-starting in a challenging and intellectual environment, be able to manage highly participative programmes, and be committed to the values of customer service and performance improvement. While desirable, previous training experience is not essential to a candidate of exceptional calibre and flair.

To apply please send your CV to: Robert McCallion, Director, Management Training Partnership plc, 3 Prebendal Court, Oxford Road, Aylesbury, Bucks HP19 3EY or ring him on 0296 23474 for further details.

Management Training Partnership

"Influence those who influence others."

John Fothergill

APPOINTMENTS WANTED

ENTREPRENEURIAL YOUNG SCOTT

college educated/computer literate and currently working in the financial sector, with two years experience, seeks employment in the stockbroking/financial management industry.

Apply to Box: E2380, Financial Times, One Southwark Bridge, London SE1 9HL.

SCOTLAND

Friday March 18 1994

The Tories seek radical change in the map of local government: Page II

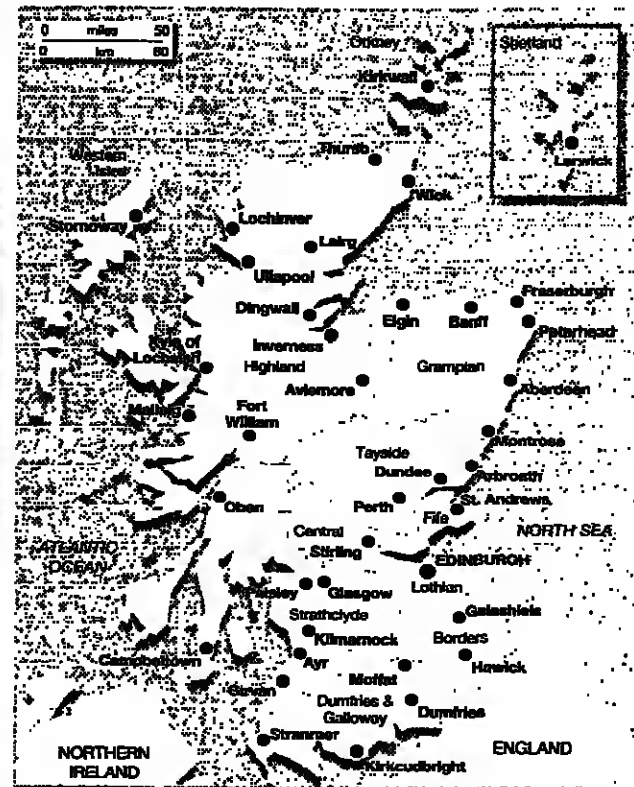
EU funding may bring a ray of hope to Highland economic gloom: Page IV



Glasgow, on the river Clyde, is Scotland's largest city and capital of the Strathclyde region.



Edinburgh, 66 km east of Glasgow, is proud to call itself Scotland's capital.



When John Major, the UK prime minister, looks through his cabinet papers it is unlikely that he needs to linger very long on those concerning Scotland.

After the turbulence in Scottish affairs which lasted from the late 1980s up to the 1992 general election, Scotland is today one of the few areas under the government's care that are almost trouble-free.

Its citizens are no longer in sullen revolt over the now defunct poll tax or other unpopular government measures. Nor are they engaged in hectic debate about Scotland obtaining its own devolved parliament - or seceding from the UK altogether.

Instead they are concerned with the more mundane issues of making a living during the economy's slow emergence from a recession which in Scotland was relatively mild, but which still made people who kept their jobs feel they were lucky.

The 1992 election was a watershed for Scotland. The Conservatives had made Scotland's constitutional future their main issue north of the border, campaigning against both devolution or independence proposed by their opponents. Because the party won the election nationally and was the only party in Scotland to increase both its number of

Scotland's economy has done better in recession than many other parts of the UK. Demand for constitutional change has gone quiet since the 1992 general election and the main political controversy now is over the proposed reform of local government. James Buxton reports

Nearly a trouble-free zone

seats and its share of the vote (marginally, but against all predictions), the movement for constitutional change was halted.

Yet Scotland is still governed by a party which won little more than a quarter of the Scottish vote at the general election.

The response of Mr Ian Lang, the Scottish secretary whom Mr John Major appointed when he became prime minister in 1990, was to call for a change of tone and a note of reconciliation in Scottish politics. He added then, however, that "the policies will remain the same but the pace and flavour of them will be tempered."

The government has become less confrontational and more deft in its handling of Scotland. It has slowed the pace of reforms to the Scottish education system, reached a truce with the schoolteachers and does not seem too concerned that only one secondary school has opted out of local authority control. After putting out to

public consultation the option of privatising the Scottish water industry, it backed off in the face of almost universal opposition.

Yet most health service hospitals in Scotland are administered by trusts or soon will be, and opposition to them long since became little more than ritual. The government, far from sheltering ScotRail, the Scottish arm of British Rail, from the full force of railway privatisation, intends it to be one of the first parts of the network to be franchised - but preferably to a franchisee with Scottish credentials.

The government no longer insists on appointing Conservative party supporters to every vacancy on its many quangos. Recently Mr Campbell Christie, general secretary of Scottish TUC, joined the board of a hospital trust.

The government's response to agitation for constitutional change was to produce a document which acknowledged that Scotland was a nation, and out-

lined ways in which the union of the United Kingdom could work better for Scotland. More administration is being devolved from Whitehall to the Scottish Office, and the grand committee of 72 Scottish MPs is to consider uncontested Scottish legislation and will be able to question ministers.

But the necessary changes to standing orders are waiting for the Labour opposition "to start behaving," in the words of Mr Lang, before they are debated and implemented. It is a sign of the government's confidence that devolution is off the agenda that it wishes to dispose of the Royal High School, the building in Edinburgh which contains the chamber built in 1978 for a Scottish assembly.

One of Mr Lang's strongest arguments against a devolved parliament is that it would imperil Scotland's access to resources and decision-making in London.

Yet the fact that the Treasury and the Foreign Office

have been able to override the Scottish Office on the question of supporting Scottish salmon farmers in their dispute with Norway over alleged dumping shows that Scottish influence has its limits.

Many people are surprised that Scotland accepts, albeit grudgingly, policies which the majority of Scots oppose. Arnold Kemp, the editor of The Herald (formerly the Glasgow Herald) newspaper, gives this explanation in his recent book *The Hollow Drum - Scotland since the War*.

"Scotland is a nation so divided by regional jealousies and tortured by self-doubt, in which radical or socialist politics have never been able to form an enduring alliance with bourgeois or romantic nationalism, that it is easy for the UK ruling party to govern it without a majority of Scottish seats."

A good example of the way the government exploits those divisions shows in the lack of united opposition to the plan

to reform Scottish local government, replacing the existing two tier system with a large number of unitary councils. Mr Lang has not convinced many people that the new system will necessarily be more effective or more economical than the present one, but by offering many local communities their own single tier council he has set the representatives of the districts against those of the regions.

But Tory successes over policy have not translated into voting support. Two opinion polls published this month show support for the Conservatives in Scotland at only 13 per cent and 14 per cent, the lowest levels ever. For the first time, the Conservatives were in fourth place after Labour (49 per cent according to System Three), the SNP (25 per cent) and the Liberal Democrats (14 per cent).

It was a rotten augury for the regional council elections in May and the European elections in June. Mr Lang told the Financial Times that difficulties in popularity in Scotland related to the UK political situation and that the Tories no longer faced "hostility of the deep-rooted and very focused kind that we experienced at the last election."

The Tories are unlikely to benefit from the upturn in the economy because although

Scotland did not go deeply into recession, there is little confidence that things are decisively better.

"A lot of companies had unrealistic expectations of what recovery would look like," according to Mr Hamish Morrison, chief executive of the Scottish Council Development and Industry, which lobbies for economic development. "Their managers are keeping their heads down and are reluctant to spend or invest. That could defeat the vigorous recovery we would like to see."

It is a sign of how much the Scottish economy has changed in the past few years that the sector spearheading the recovery in output is the (largely foreign-owned) computer industry. Financial services are also doing quite well. The Ravenscraig steel plant (closed in 1992) and almost all Scottish heavy industry are only memories.

That perturbs many Scots - but does not matter, provided Scotland can break the cycle

by which it has consistently failed to generate enough new businesses and jobs, thus forcing people to emigrate to England or elsewhere and causing the Scottish population (now 5.1m) to decline gently. The chairman of Scottish Enterprise, Professor Donald MacKay, said recently that if, since 1956, Scotland had matched the rest of the UK in generating new businesses, it would have created 140,000 extra jobs.

That is why an initiative launched last year by Scottish Enterprise to help more Scots develop an entrepreneurial culture is so important.

As a member of Edinburgh's professional classes said recently: "For me the acid test of whether Scotland is really improving is whether my son, who is now 18, gets a satisfactory job in Scotland when he leaves university, or whether he has to board the train to London."

* Mainstream Publishing. £14.99

GLASGOW

Every year we spend millions to attract your business.

NO MEAN CITY

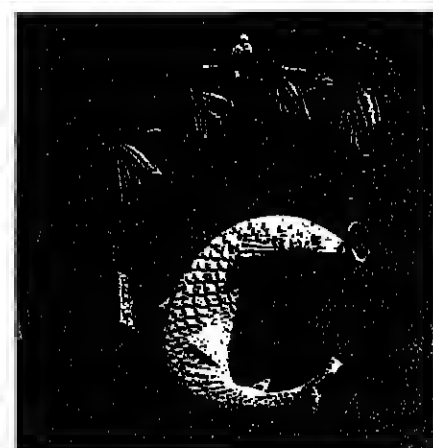
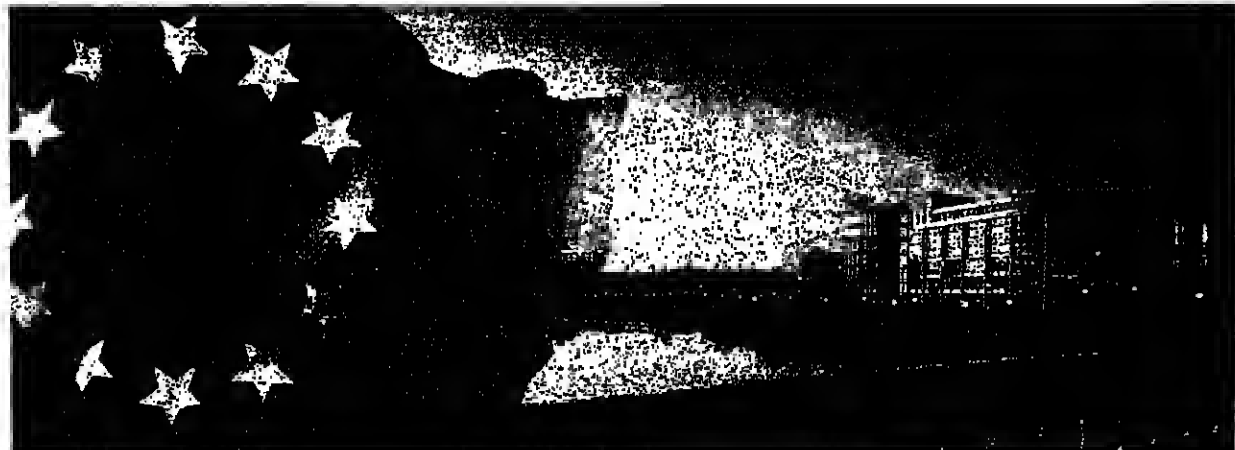
But we invest it wisely.



Glasgow is looking to a future full of opportunity, optimism and challenge. In other words, a future that's great for business. And today, Glasgow's energy, commitment and determination are bringing that future to life.

Every penny of the millions we invest, every minute of the years of planning and thought, every handshake with every contact we make around the world brings it more into focus. In other words, Glasgow's a great place to do business right now. Ambitious new building projects, international communications, more training in new skills. Our investment has opened up a future full of opportunity for any business with the ambition to match Glasgow's. Come and see how your future looks in Glasgow, and watch it come alive. Because Glasgow is different, Glasgow's on the move. Glasgow's Alive.

Contact Stephen Running at the Business Location Service on 041-242 8400.



SCOTLAND II

James Buxton examines the economy in the aftermath of recession

The cycle is different

"Scotland," says Mr Jeremy Peat, chief economist of the Royal Bank of Scotland, "tends to outperform the UK during a recession, but do less well, relatively speaking, when the UK economy turns up."

The first part of that remark is almost an understatement. Scotland had a remarkably mild recession in the early 1990s. As Professor Donald MacKay, chairman of Scottish Enterprise, the economic development agency, pointed out in a speech a few days ago, the Scottish economy showed greater resilience in recession than that of southern Britain.

Redundancies in Scotland, he said, had been lower, the rate of business failures was smaller, real incomes increased more rapidly, manufacturing held up better and retail sales were more buoyant.

To the amazement of seasoned economists, Scotland's unemployment rate was overtaken by the UK average in late 1991 and has remained below it - a phenomenon never seen since formal measurement of unemployment began in the 1920s. In January seasonally adjusted unemployment in Scotland was 9.4 per cent, compared with the UK level of 9.9 per cent, and unemployment in Scotland was worse only than East Anglia, the East Midlands and the South-West.

Just as Scotland never experienced the full force of the boom of the late 1980s, neither did it have to cope with the bust. Neither Scottish individuals nor Scottish companies became heavily indebted in the way that many in southern England did, and accordingly suffered much less when the economy turned down.

Scotland also suffered less, as Prof MacKay pointed out, because it had lost its smokestack industries in the 1980s and acquired, mainly through inward investment, a world-class electronics and information technology industry. In fact, if the category "electrical and instrument engineering" is stripped out of the official statistics, Scottish manufacturing output shows a worrying decline from mid-1991 onwards.

Yet shallow recession is still painful for many people and 9.4 per cent unemployment is far too high. It is hard to convince a Glasgow taxi driver, struggling to comprehend how the de-industrialised city now earns its living, that the disappearance of smokestack industries is anything but a tragedy and a betrayal.

The question now is whether the Scottish economy will follow its historic pattern, with its growth rate dropping below that of the UK, or whether some of the factors which made the recession in Scotland shallow will continue to preserve Scotland's relative buoyancy.

Most economic forecasters believe that gross domestic product growth in Scotland will lag slightly behind that of



Future perspective: a pedestrian access way to the exhibition centre in Glasgow

Picture: Tom Arnold

the UK in 1994 and 1995, because southern England has the capacity to expand faster. The average of six independent forecasts of GDP growth in Scotland for 1994 and 1995 suggest that in 1994 the Scottish economy will grow by 2.4 per cent against the UK's 2.6 per cent, and the gap will be much the same in 1995.

The report Regional Economic Prospects by Cambridge Econometrics is unusual in suggesting that Scotland's GDP

spending on infrastructure. Scotland is reckoned to have done relatively well in the 1994/95 public expenditure round. A big investment programme in roads is being kept up.

Every economy is a patchwork of light and shade. Prof Donald MacKay said in a speech last autumn that Scotland had over the 1985-1992 period matched the efficiency gains achieved by the UK economy, but had failed to main-

tenor's findings appeared to some to be unduly alarmist. Nevertheless its report was accompanied by the creation of the Scottish Electronics Forum, an unprecedented grouping of both multinational and indigenous Scottish companies which is working on ways of strengthening the industry's competitiveness.

Some senior people in the industry believe, however, that a change in government policy is needed, to give more encouragement to multinationals to carry out research and development (R&D) in Scotland, thus giving them deeper roots, and to support more innovation by indigenous companies to match the big grants available to companies which create jobs in large numbers.

These arguments do not find great favour with Mr Ian Lang, the Scottish secretary. "I don't regard inward investment as the only answer to Scotland's problems, or the only alternative to indigenous industry."

"I think our schemes do work because we are actually winning the battle on R&D, and getting more R&D, just as we are getting more inward investment, and we're doing it without buying it at a higher price such as other less competitive countries are willing to pay."

Scotland's dependence on inward investment was starkly underlined in a study of the electronics industry

growth will exceed that of the UK this year, though it says it will fall off next year.

The North Sea oil industry, which is another main factor keeping Scotland's economy up during the recession, achieved its highest output of oil since 1988 in January 1994, reaching 2.4 barrels per day. Output is expected to continue growing to late 1995.

But while forecasts by Scottish Enterprise of a marked downturn in expenditure by the offshore oil industry were recently revised upwards, the offshore fabrication yards are desperately short of orders.

Scotland, having done relatively well out of defence expenditure over the decades of the Cold War, is now suffering from the defence cuts. The Rosyth naval dockyard in Fife has seen its workforce fall from 6,000 in 1988 to the current level of 3,600, because of a diminished workload from the navy. Last year the government awarded the contract for servicing Trident submarines to Devonport instead of Rosyth, and although it allocated Rosyth surface ship work until 2005, Babcock Thorn, the yard's managers, say employment could by then have dropped to 2,200.

One potential bright spot highlighted by Mr Peat of the Royal Bank of Scotland is

tain its share of UK employment - if it had, another 140,000 jobs would have been created. "We have clearly failed to diversify existing businesses or introduce new activities," he said, pointing also to Scotland's low birthrate for new businesses.

This was despite having higher public expenditure per head than the rest of Britain, favourable treatment under regional policy, consistent success in winning inward investment and the benefit of North Sea oil on its doorstep.

Scotland's dependence on inward investment was starkly underlined in a study of the Scottish electronics industry by the US Monitor consultancy. It said that because the industry consisted largely of foreign-owned branch plants it lacked the ability to respond spontaneously to market opportunities.

It also said that sectors such as defence electronics were likely to be hit by the decline in defence spending; that future inward investors might find eastern Europe a cheaper location than Scotland; and that Scotland might miss out on future developments in electronics. If nothing were done and no new inward investors came, employment might fall from the current 45,000 to 27,500.

Andrew Bolger reviews the financial sector

'Quiet confidence' as recovery gathers pace

The financial sector, long one of the most vibrant parts of the Scottish economy, is in good heart.

Scotland's clearing banks have seen profits begin to surge as the UK's emergence from recession brings a drop in bad debts. Independent fund managers look back with satisfaction on booming world stock markets.

The main cloud on the horizon concerns the life assurance companies. They face regulatory uncertainty and difficult choices as to how best to market their products, now that competition from banks and building societies seems set to increase.

Mr Alfred Moon, a director of the Royal Bank of Scotland, the largest clearing bank, feels "quiet confidence" as the country recovers from a downturn which arrived later than in England. Scotland has also avoided the problems of negative equity caused by the late-1980s property boom and subsequent crash in the south-east of England.

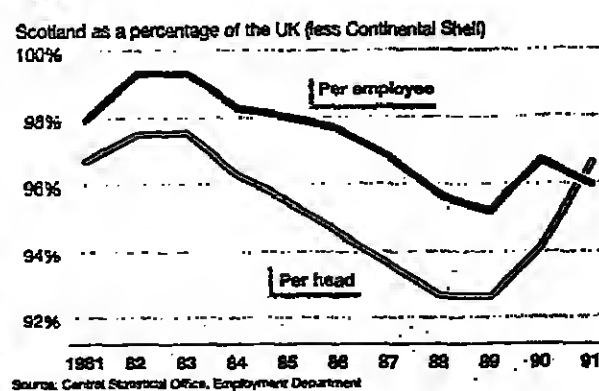
The Royal Bank intends to build on the success of Direct Line, its rapidly growing "direct-dial" motor insurer, by launching a new company specialising in sales of non-standard motor and home policies. The Royal also recently opened a new £2.6m dealing room in Edinburgh, geared mainly to offering capital market and foreign exchange services to its Scottish customers.

A slightly more cautious note is struck by Mr Peter Burt, treasurer and chief general manager of the Bank of Scotland, the second largest clearing bank. Although recession came later to Scotland, he believes it has by no means gone away. "There are still some after-shocks."

Lacking the Royal Bank's extensive network of branches south of the border, Mr Burt says the Bank of Scotland intended to concentrate further on developing niche markets such as credit cards, screen-based banking and venture capital.

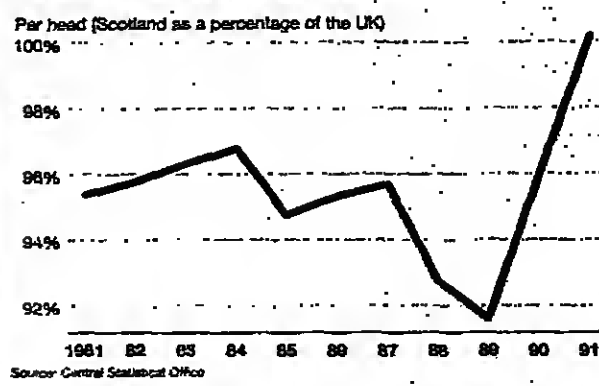
An ebullient mood prevails at Baillie Gifford, the independent Edinburgh investment management firm which has increased its funds under management tenfold since 1984 to their present level of more than £10bn. The firm has

GDP



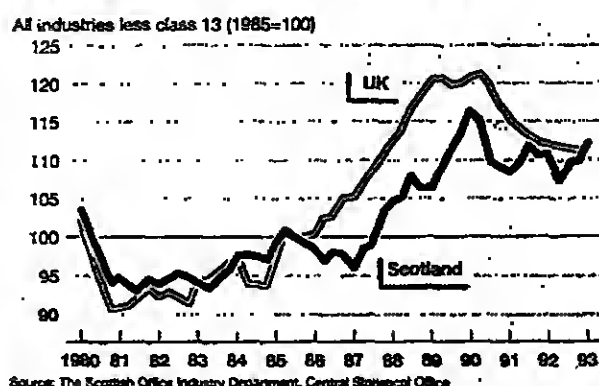
Source: Central Statistical Office, Employment Department

Personal disposable income



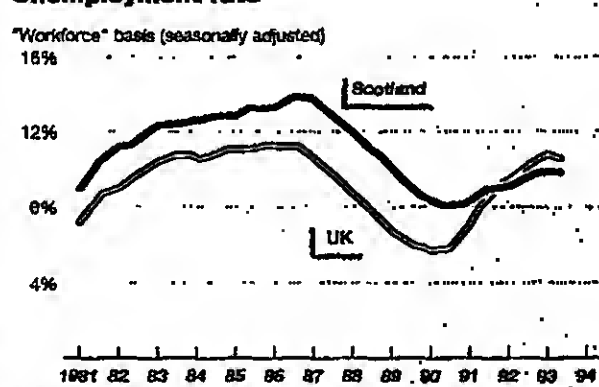
Source: Central Statistical Office

Index of production and construction



Source: The Scottish Office Industry Department, Central Statistical Office

Unemployment rate



Source: Employment Department

LOCAL GOVERNMENT

Tories redraw the map with ease

The map of Scotland is about to be changed by a bill which has so far passed with surprising ease through the standing committee considering it in the House of Commons. The bill will replace the current two-tier structure of local government with a system of single-tier authorities.

It will also remove management of water and sewerage out of the hands of local authorities and entrust it to three new water authorities under boards appointed by the secretary of state. There are no plans to privatise Scottish water, but the private sector will nevertheless be heavily involved in upgrading the water and sewerage systems.

The Conservative government signalled its intention of reforming Scottish local government in 1991, put out a detailed consultation paper in 1992 and last July presented its plans in a white paper.

Chief target is Strathclyde regional council which deals with 2.2m people

The white paper said the government intended to abolish the current system of nine regional and 53 district councils, and replace them with 25 unitary authorities. The three unitary island councils would remain unchanged, making 28 councils in all.

All Scottish political parties have said they favour moving to a single tier system, but for the Labour, Liberal Democrat and Scottish National parties the move would accompany the setting up of a Scottish parliament.

The government wants to modernise local government partly to take account of the fact that local authorities are gradually providing fewer direct services themselves. From a party political point of view the Conservatives want to weaken the dominance of Scottish local government by the Labour party.

The Conservatives' chief target is Strathclyde regional council which, because of the unbalanced drawing of the last new map in 1974, deals with 2.2m people, nearly half the Scottish population. As well as being assertive in dealing with the Scottish Office, Strathclyde is, to the Tories, irredeemably Labour.

Mr Ian Lang, the Scottish secretary, recently argued in the quarterly journal Scottish Affairs that the current structure, in which regional and district councils have powers which occasionally cross-cut, was complicated, illogical and expensive, partly because of the inadequate power of the districts. Some regions, he said, were too big to be effective, some districts too small; and they lacked independence because of councils' shared responsibility.

The consequence, he said, was lack of public interest in local government, shown by low turnout in elections and the lack of public affection for the 1974 structure, especially the regions.

Under the white paper proposals Strathclyde would be broken into 10 councils while the eight district councils in the Highlands would disappear, leaving a single authority based in Inverness. Apart from losing control of water the new councils would be expected to form joint boards with neighbouring authorities to administer such things as police and fire services. Some councils might administer certain services on behalf of their neighbours. The new councils will be elected in 1995 and begin operating in 1996.

The main public reaction to the white paper was outrage at the way the new map appeared to protect those areas where Conservatives commanded a majority (such as Striding, Ayr and Eastwood, to the south of Glasgow) by creating councils with smaller populations than their Labour-dominated neighbours, giving rise to the claim of gerrymandering. (Yet senior Scottish Office officials are said to have been surprised that the government did not go further in drawing up boundaries to Tory advantage.)

Apart from that, many people were pleased that there is again to be change only 20 years after the 1974 reform.

Professor Arthur Midwinter of Strathclyde University, a specialist in local government, argues that the two-tier system has worked well and that the white paper proposals would not necessarily make local government more accountable, or

engender greater local loyalty than the present system. Above all, he says, if the government wants both to have effective local government and to achieve substantial efficiency savings it should set up not more than 15 authorities.

The proposed structure, he says, will lead to greater centralisation because most of the councils would be too small to be viable. Small authorities would have difficulty providing all the services required, and bigger neighbouring councils might be unwilling, for political reasons, to help them out. Joint boards would lack the democratic legitimacy needed for decisive action.

Labour-controlled Strathclyde region argues with some force that it offers considerable economies of scale in administering such services as education, police, fire, and transport over a very wide area. It operates the biggest passenger transport authority in Britain with British Rail providing an efficient and expanding commuter rail service whose cohesiveness could be jeoparded under a large number of councils.

Lothian, a much smaller region which is nevertheless to be split between Edinburgh and two other councils, has also put forward a case for a single unitary authority.

So far the only major concessions the government has made during the passage of the bill are on the boundaries of the new councils. Ayrshire is to have three councils instead of two, Inverclyde is to be carved out of West Renfrewshire, and Berwickshire is not after all to be merged with East Lothian. These changes, which the gerrymandering charge slightly weaker, took place partly because of pressure from local Tories. But they mean that (including the three island councils) there will now be 30 new councils instead of 28 and Strathclyde will now be broken into 12 not 10 councils.

Mr Lang, asked by the Financial Times whether the reform would lead to savings and "big improvements" in the cost of

Mr Lang says he finds that local government reform is a popular change

local government, said it was "largely driven by the wish to create more efficient, more coherent, more accountable local authorities. I'm certain there will be savings of some substance as a worthwhile side-benefit. But it's driven by the natural allegiances, the history and traditions, Scottish geography and demography."

He went on: "The strength and diversity of what we are proposing will result in having a single tier with a clear focus for the delivery of local services. The fact that we are able to contemplate savings which could amount to £1bn over a 15-year period is tremendous."

Mr Lang said he got the impression when he travelled round Scotland that the local government reform was a popular change. "Let's be honest. A lot of people don't worry too much about how their local government service is delivered as long as it's delivered efficiently. If they stop to analyse why it's delivered inefficiently and expensively in many cases it's the result of the duplication and bureaucracy and the expense and inefficiency that two-tier structures bring."

James Buxton



HUGHES

Allan E Cook
Chief Executive Officer
Hughes Microelectronics
Europe Ltd

"Our success in the European Telecoms market is based on the application of superior technology and the 'World Class' qualities of our employees in Fife"

For more information on
Telecommunications in Fife,
call 071 839 2117

LOCATE IN SCOTLAND

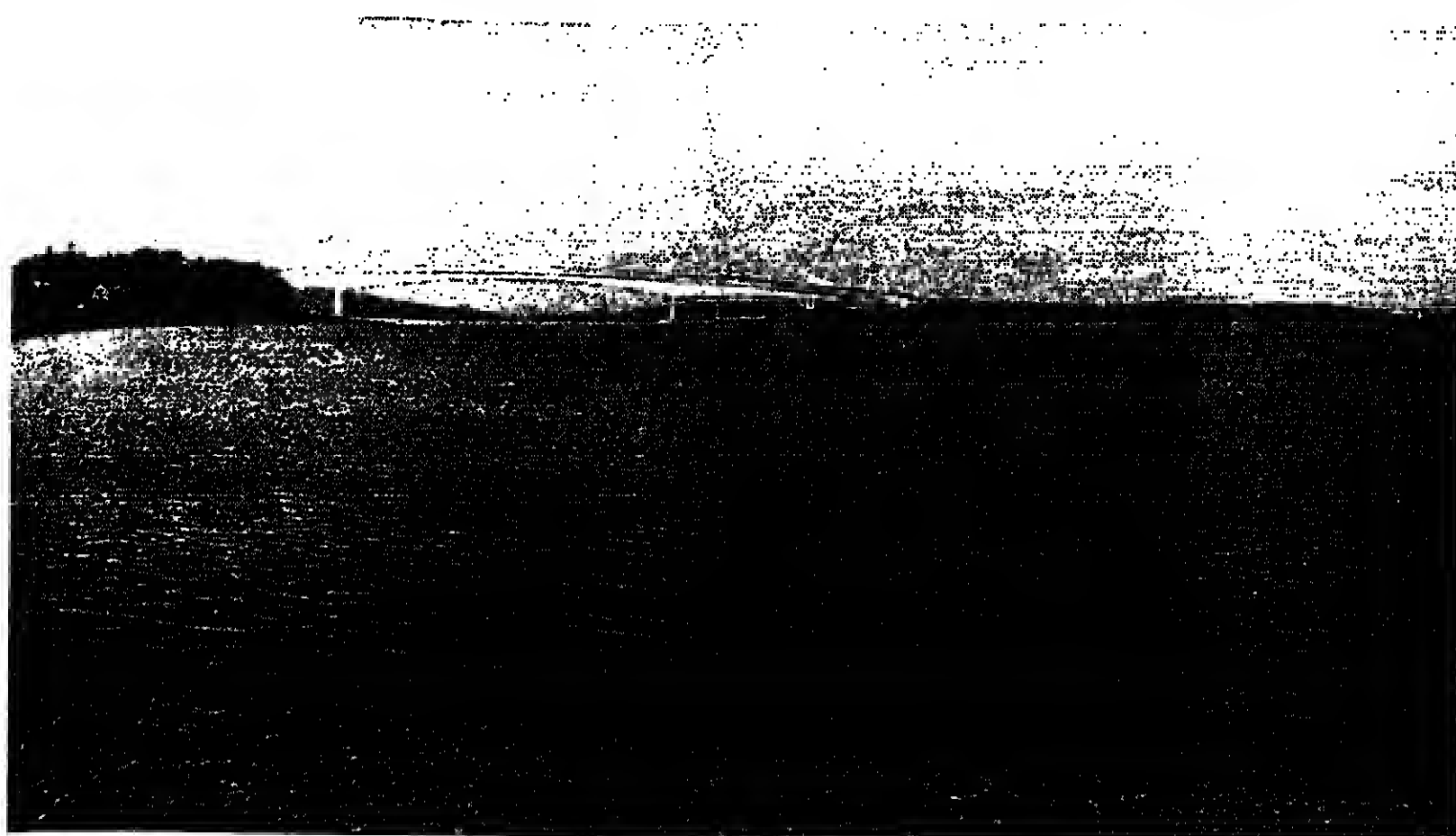
INVEST IN FIFE

British Steel Industry

Finance and
premises
for
growing
businesses
in
West Central
Scotland.

British Steel (Industry) Ltd,
Greenwood Business Centre,
Strathclyde Business Park,
Glasgow, Lanarkshire G4 3SD.
Tel: 0698 749600

British Steel Industry



An artist's impression of the bridge under construction from the Scottish mainland to the Isle of Skye - visible symbol of government determination to push the private sector further

Tom Lynch looks at government efforts to increase the private sector in the economy

High tolls over the sea to Skye

The bridge reaching out from the mainland to Skye is the most visible symbol of the government's determination to push forward the frontiers of the private sector in Scotland.

Those frontiers will not be cheap: the bridge will have the highest tolls in Britain. Supporters of the project say that people pay for the less convenient ferries in any case, and that the bridge will be toll-free when the contractors pay off the cost of building it - some time in the next 20 years.

Opponents say the bridge should be part of the roads system. They point to the low tolls on other bridges and lament the government's abandonment of its 1979 policy that the islands should not be disadvantaged by high transport costs.

The bridge is being built by a joint venture between Miller Construction, a privately

owned Edinburgh company, and Dykerhoff Widman. The consortium will operate the bridge and collect tolls.

The scheme symbolises the government's determination to pursue its policies in a country where it is increasingly acclimatised to being a political minority. For example, only one tiny (80 pupils) school has voted to opt out of local authority control - and a strenuous political campaign, including intervention by the Sunday Times newspaper, failed to get the government a result at Paisley grammar school last year.

In England and Wales, contracting out of local authority services had a high profile through the 1990s. Right-wing councils such as Wandsworth in London enthusiastically privatised service provision. In Scotland, there were no Wand-

sworths to blaze trails in the Labour-dominated local government scene, but compulsory tendering has brought a steady rise in contracting out.

As in England and Wales, the electricity industry was sold. ScottishPower and Scottish Hydro Electric are regarded as the flagships of Scottish privatisation, realising £3.5bn, but water and sewerage were not. They were too firmly locked into the local authority structure (and the ultimate commercial sanction, disconnecting a household, is unlawful in Scotland).

Almost all the factory portfolio of the Scottish Development Agency, now re-formed as Scottish Enterprise, was sold in 1990, and £50m-£60m a year in assets in the five new towns are being sold in preparation for their winding-up by 1996.

The next move in privatisa-

tion is likely to be Scotrail, one of the first seven British Rail franchises to be offered. The government hopes that this will be run by the private sector by early 1995.

The Scottish rail network is nearly self-contained: 95 per cent of services run entirely within Scotland. It is this which has impelled potential bidders to lobby for the franchise holder to have control of the track, as well as for the services. This vertical integration is strongly opposed by Railtrack, which is to take over ownership of BR's track and signalling, but there have been indications that the government may be sympathetic.

In the Scottish Office - subjected to market testing, like the rest of the civil service - a steady £10m-£15m a year of work is being contracted out. The department has few large

blocks of work to hive off: most management units employ fewer than 50.

Scottish Enterprise and its equivalent, Highlands and Islands Enterprise (HIE), and other quangos such as the Scottish Tourist Board are required to contract out services where possible. HIE has even contracted out its investment appraisal.

Steps are being taken to change the law to allow prison privatisation, legalised in England and Wales in 1990.

State-owned bus operations have been sold and privatisation of council-owned fleets is well under way, but privatisation of Caledonian MacBrayne, the islands ferry operator, was rejected. KPMG is reviewing Scottish Office subsidies for all shipping services and is expected to report, within the next two months, on the scope for

private sector involvement

The forestry industry (important in Scotland, overseen by the Scottish Office) is also under review. Outright privatisation is thought to have been rejected by the ministerial working group. It is expected to report later this year in favour of increased private sector participation.

The local government reform bill, currently before parliament, provides for three new state corporations to run all water and sewerage from 1996. Lack of private sector expertise in the area means that English and French companies are prominent in offering the sought-for private investment: councils are discussing, with private sector consortia, about a dozen "build, own and operate" schemes for sewerage provision valued at £1bn. However, there are hopes that Scottish utilities may take an interest.

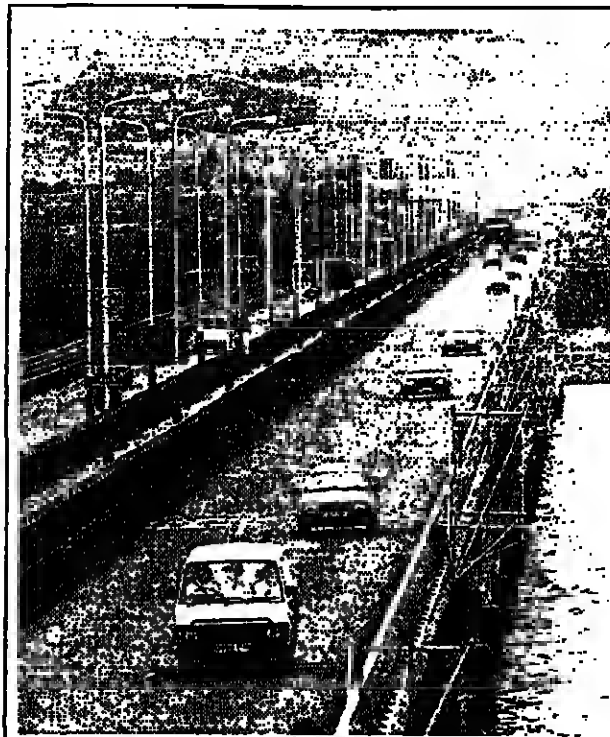
This new stress on private participation in the public sector, spearheaded by the government's private finance initiative, is allowing the pace of privatisation in its broadest sense to accelerate in Scotland. The increase in tempo poses a challenge for Scotland's private sector. Because contracting out has been slow to get off the mark, Scottish companies are less likely than their southern colleagues to have the bidding expertise.

Current uncertainty over transfer of undertaking rules - the EU directive which protects the rights of workers whose jobs are contracted out - is having a particular effect on smaller companies thinking of bidding for some of the packages of work on offer.

Mr Peter Fleming-Wilson, former chairman of the Cleaning and Support Services Association, says it is difficult for contractors to decide whether it is sensible to bid, when even taking counsel's opinion on whether the rules apply is expensive. He believes a pattern is beginning to emerge, although contractors still have to do their homework.

Neither does he feel that all councils are as helpful to contractors as they might be.

True, the Scottish Office has seldom found grounds for intervening in tendering exercises, and no direct labour organisations have been closed down, as has happened in England. Tendering will be slowed during local government reorganisation.



The Tay road bridge south of Dundee

Photo: Tony Anderson

High road, low road

The reform of local government may spark more opportunities for the private sector: the new smaller unitary authorities will not have the capacity to take over from the large regional councils in maintaining principal roads.

Some of these roads are likely to become government-managed trunk roads. It is not yet clear how maintenance of this bigger trunk network will be organised, but the government may want to expand routine maintenance contracts into more ambitious maintenance and management contracts.

It is possible to envisage a contracting consortium building a road and delivering it ready to operate (a national road charging system would allow payment according to how quickly the road was ready for traffic), followed by a management contract with another consortium. Current government thinking means that, probably, the element of risk-sharing would be increased.

New road schemes are being explored - a potentially large amount of road building, given the size of Scotland's trunk network.

● Four consortia are interested in building a second Forth Bridge - the need for which is a matter of some controversy. Any new bridge would be associated with improved road and other transport links from the bridges and the airport to Edinburgh.

● A new road link between the M8 Glasgow-Edinburgh motorway and the main M74/M6 cross-border road is also under consideration, together with improvements to the Kincardine Bridge across the Forth between Edinburgh and Stirling.

● Another potential opportunity is the proposed national driver information system for Scotland (the government is currently engaged in a consultation exercise about this). Upgrading of the electronic information system around Glasgow is proposed, and the creation of a new system in the Edinburgh area.

Officials claim that the Scottish Office's integrated structure allows it to plan important road developments without the tensions surrounding similar schemes under discussion in Whitehall.

Tom Lynch

THE HEART OF SCOTLAND IS NOW BEATING STRONGER THAN EVER.

LANARKSHIRE ENTERPRISE ZONE is Europe's newest Enterprise Zone, offering the best financial help in Britain, including substantial grants, 100% allowances against corporation tax and no business rates until 2003. Nine sites across 500 acres of prime development land await your company. As does a well-educated and skilled workforce ready to turn their hand to all forms of work. Europe is only hours away thanks to Eurocentral, Scotland's new Channel Tunnel rail freight terminal at Mossend. And the world is at your doorstep via Edinburgh, Glasgow and Prestwick International Airports, and the Grangemouth deep water port. Lanarkshire Enterprise Zone. Whether you're setting up or relocating, your company can benefit from a stronger heart.

LANARKSHIRE ENTERPRISE ZONE



FIND OUT how your company could benefit from a stronger heart. Send for your information pack to Lanarkshire Enterprise Zone, Freeport 411, Strathclyde Business Park, Bellshill, Lanarkshire, ML4 3YZ. Or FREEPHONE 0800 52 66 32.

NAME _____ POSITION _____

COMPANY _____

ADDRESS _____

TELEPHONE _____ FACSIMILE _____



SCOTLAND IV

Aberdeen

North Sea learns to live with low tide

North-east Scotland has learned to live with the oil industry, which has set it apart from the rest of the UK economy, producing local booms in times of national recession and local recession when the good times are rolling elsewhere.

Now the UK economy is struggling out of recession as the North Sea suffers another employment downturn, but there is cautious optimism in the area (Aberdonians are unfamiliar with reckless optimism) that the north-east is not about to head off in the other direction again.

Professor Alec Kemp, of Aberdeen University's economics department, says North Sea employment probably peaked in 1991 and is falling slowly. The combination of the current very low oil price and a high production cost per barrel because of lower production levels from oilfields developed in the 1970s has, he said, pushed companies to look for ways to economise.

Many new fields are smaller and require fewer people. Exploration drilling has slowed since last year's petroleum revenue tax changes.

Mr Tom Snowling, economic research officer with Grampian regional council, agrees that the oil companies, learning from the mistakes of the 1970s and 1980s, are much more cost-conscious - a far cry from the industry's free-spending days, when oil companies paid top rates for the skilled people on whom traditional fishing and farming, paper and textiles industries had relied.

Technology has helped. New drilling techniques mean fewer platforms are needed to get the oil out, and smaller crews are needed for the platforms. For example, Total's Dunbar jacket and topside is designed for a crew of 16, a fraction of what would have been needed 10 years ago. Hook-ups of platforms are now done with a few hundred people (a legend of the 1980s is of 3,000 people on one platform, where there was standing room only).

But it is thought that only about a third of the 27,500 offshore workers live in the area: most live in central Scotland, north-east England and further afield. Prof Kemp says

the effect on the local economy of the offshore slowdown will be offset by continuing relocation of high-skill, high-wage personnel.

Intense local lobbying helped push the Department of Trade and Industry last year to relocate to Aberdeen part of its petroleum exploration directorate. That, says Professor Kemp, will have a knock-on effect in relocation of oil company personnel who have to deal with the DTI on new field development and field abandonment.

There is also, he says, a continuing movement of oil-related companies to the north-east simply because it is still cheaper than south-east England and more cost-effective to be nearer the activity.

One change in the industry which could have long-term implications is the trend, among oil producers, away from engaging a large number of specialist contractors, towards partnership agreements with a small number of prime contractors.

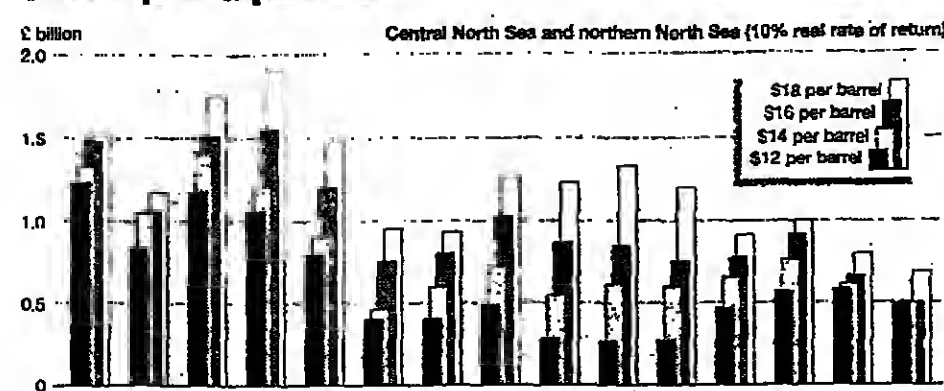
The bigger service companies are now signing long-term arrangements with operators where, says Sir Ian Wood, chairman of John Wood Group, Scotland's largest private company, "they are helping an operator drive his business. We sit down with the operator and try to understand what he wants to achieve and work with him in ways in which we share in his risk."

Five years ago his company would have sought a straight-forward maintenance contract on one platform. Now it will negotiate, with an operator and five or six specialist subcontractors, a design, construction and maintenance programme on a number of platforms.

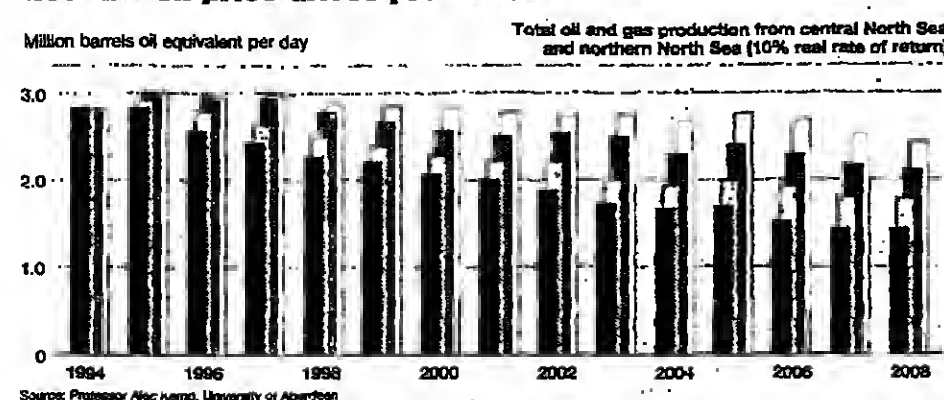
This, he says, has cut costs. In the longer term, such companies could diversify into other areas, such as power generation, and should have the size and expertise needed to operate in the international oil marketplace. Sir Ian talks of consolidating a "mini-Houston" in north-east Scotland.

Sir Ian, who is also chairman of the government-backed economic development body Grampian Enterprise, acknowl-

Total capital expenditure



How the oil price drives production



Unemployment by travel-to-work area (December 1993)					
	Males	Females	Total	% rate	Change since November
Grampian	10,433	3,466	13,894	4.8	+478
Scotland	184,070	82,444	266,514	8.3	+2,364
UK	2,146,646	636,651	2,783,297	9.9	+13,258

Source: Economic Development & Planning Department, Grampian Regional Council

edges that an economy based on a wasting resource has to look to its other industries.

The Aberdeen area, he says, "has become an uncomfortably unbalanced environment". A generation has grown up in Aberdeen that has not known a time without oil. Traditional industries have had to cope with a higher cost base than anywhere else in Scotland.

Both he and Mr Derek Mar-noch, chief executive of Aberdeen Chamber of Commerce, believe oil has helped the area's other industries by making the business climate more competitive, risk-aware and generally sharper.

Mr Mar-noch talks of an economy working on two levels, with those outside the oil industry struggling in an area where oil drives housing and other costs - but he believes there are probably more second earners than there are elsewhere in Scotland.

As a high-wage area, the way to survive has been to work at the quality end of the market - always the case for an area whose distance from the main marketplaces means high

transport costs. For example, the area's four paper mills produce about 600,000 tonnes of paper and board a year, about 10 per cent of UK output. But 400,000 tonnes is high-value printing and writing stationery, about 20 per cent of the UK total.

Although they are in the same industry, the four mills are not direct competitors, which allows them to co-operate in areas such as training.

Mr Ed Gillespie, general manager at Arjo Wiggins's paper mill on the outskirts of Aberdeen, acknowledges conflict with oil in the labour market, especially in the early 1980s. But now the oil industry is training more of its own people, while both industries have cut labour demand through technological change.

He has noticed that men in their 30s and 40s, tired of the rigours of the North Sea and anxious to spend more time with friends and family, are coming back to onshore industry. His recent move from five-and-a-half to seven-day working created 70 jobs, for which 1,500 applied - although he did

not advertise the vacancies.

Mike Stephen, group managing director of Grampian Country Food Group, a large-scale pork and chicken producer, says oil took away "a lot of young lads who would have worked on the farm or driven trucks," but agrees that "it's not every married man with a family who wants two weeks on and two weeks off".

But difficulties in getting process labour are pushing his company harder to find technological improvements, although much of his process labour is female, for which there is less competition.

His company is an example of how food production, that most traditional of all industries, is becoming concentrated in a small number of large companies - driven, he says, by hygiene regulations. Turn-over is up from £1m in 1980 to about £150m last year and, like other dominant food processing companies in the area, it is under local ownership. The area is strong in locally-owned premium food brands, such as Baxters of Speyside and Walkers of Aberdeen.

But behind the big, successful food companies there are also small traditional farms whose finances have recently been fragile. And it is those family farms which underpin the economies of small towns and villages throughout the area, where the eventual loss of oil industry computers can be expected to hit very hard.

Tom Lynch

The Highlands

EU funding may be a ray of hope in the gloom

The far north of Scotland has always had too many of its eggs in too few baskets, according to Mr Sandy Brady, director of strategic planning for Highlands and Islands Enterprise (HIE).

This harsh truth has been cruelly underlined by the rapid rundown of the two large oil rig construction yards which brought considerable prosperity for most of the last 20 years to communities around the Moray and Cromarty Firths.

The speed of the downturn is alarming. The McDermott yard at Ardersier, near Inverness, now employs just 50 people on a care and maintenance basis - down from a peak of 3,500 at the beginning of 1992. The Highland Fabricators yard at Nigg in Easter Ross still has enough work for 700 people - but that is down from a level of 2,000 in 1992.

Mr Brady is optimistic that orders will return to the yards, although changes in technology mean employment levels are likely to be more modest. But policy makers must also face the possibility that - like the closed aluminium smelter at Invergordon - the era of the big oil rig yards is coming to an end in the Highlands.

The more diversified Inverness economy has coped relatively well with the downturn, although unemployment has crept up to 12 per cent (high, but still below the Highland average). The impact has been much worse in the Nairn and Forres area, where unemployment is 19 per cent, and Easter Ross, where it is 16 per cent. Mr Brady says that "it's not every married man with a family who wants two weeks on and two weeks off".

But difficulties in getting process labour are pushing his company harder to find technological improvements, although much of his process labour is female, for which there is less competition.

His company is an example of how food production, that most traditional of all industries, is becoming concentrated in a small number of large companies - driven, he says, by hygiene regulations. Turn-over is up from £1m in 1980 to about £150m last year and, like other dominant food processing companies in the area, it is under local ownership. The area is strong in locally-owned premium food brands, such as Baxters of Speyside and Walkers of Aberdeen.

But behind the big, successful food companies there are also small traditional farms whose finances have recently been fragile. And it is those family farms which underpin the economies of small towns and villages throughout the area, where the eventual loss of oil industry computers can be expected to hit very hard.

Tom Lynch



Glass making in Caithness

Picture: Highlands and Islands Enterprise

Putting themselves in the same category as the - mainly southern - EU countries qualifying for maximum EU funds was uncomfortable for officials at HIE, who have long stressed the area's high-technology potential.

However, they could stress the region's remoteness. One key indicator was sparsity of population, which is the lowest density in the EU. Only 2 per cent of the land is arable.

Since remoteness was such an important reason for win-

season seemed to be much better.

HIE aims to extend the season, lengthen accommodation occupation levels and encourage visitors to travel more widely. Mr Brady says: "Autumn tourism is good, with significant activity in October. We must concentrate on the spring, which is only busy around Easter."

By giving employment for about eight months a year, HIE hopes the local population will see local tourism offering practically full-time jobs.

The salmon farming industry, which employs more than 6,000 people and has brought much-needed work to even the remotest areas, is a particular area of concern.

A recent study of Norwegian salmon farming by Ernst & Young, the accountancy firm, concluded that over the past five years the industry has enjoyed a 20 per cent subsidy on its cost of production from the Norwegian government.

Because of a surge in Norway's production, salmon prices in the EU have collapsed well below the break-even point of many Scottish producers. Some 85 per cent of Norwegian salmon is exported to the EU. Brussels recently lifted the minimum import price to £2.74 a kilo, but Scottish farmers say this is still insufficient to restore their profitability.

Mr Brady says: "We have tried very hard to put pressure on in Edinburgh, London and Brussels but it is not an issue over which the UK government wants to have a stand-up fight with the Norwegians."

Andrew Bolger

'Not an issue to cause a stand-up fight with the Norwegians'

ning the EU cash, there is understandable concern in the more outlying areas that the cash should get to them - and not just be funnelled into Inverness and its catchment area.

To avoid unseemly squabbling, it seems likely that the funds will be allocated on an area basis, with local committees choosing which of the range of possible projects should attract support.

Increased attention will certainly be paid to tourism, which already accounts for 20 per cent of the region's gross domestic product and employs about 20 per cent of its total workforce. Tourism, Mr Brady says, has enjoyed slow but steady long-term growth, although this had been masked in recent years by global recession and a run of poor summers. Winter sports had also suffered two bad seasons: this

Food exporters demand a national trade mark, writes Alison Maitland

More than whisky galore

Wild heather moors. Clear mountain streams. Deer and cattle roaming freely in hills and glens.

Such are the images mentioned when foreigners are asked what Scotland means to them. Harnessing these visions of unbridled nature into something commercial would seem like trying to sell Scotch mist in a bottle, but the leaders of Scotland's food and farming industry are intent on doing just that. They want to create a trade mark to promote food and drink products for their purity and quality.

The National Farmers' Union of Scotland, which has initiated quality marketing schemes for several agricultural sectors, says the Scottish Quality Mark would emulate the Appellation Contrôlée system for French wine or the Woolmark for knitwear.

In January the government gave the go-ahead for a business plan showing how the quality mark would operate. The plan, which should be ready by the summer, follows a report by the government-appointed Scottish Food Strategy Group.

Mr James Miller, chairman of the group and of the Dundee-based supermarket chain, Wm Low, says the mark would probably first be used for sales in the UK and selected continental markets where Scottish produce has a particularly good image. These include Paris and other big French cities, southern Germany and northern Italy. The report says that, while Scottish salmon and whisky are well-known, "the level of perception of the general range of Scottish food products remains low throughout Europe".

Farming experts say the country needs aggressive marketing because of the drawbacks associated with its natural advantages. If it is remote from pollution, it is also remote from the cities where most of its potential customers live. Targeting markets will be all the more important as the long-lobbed for by the HIE, Gatt deal and Common Agricultural Policy reforms prepare hitherto protected European farmers for exposure to world market forces.

Livestock products account for 45 per cent of Scotland's agricultural output. But compared with the rest of the EU, the country's hilly terrain - not only receive extra subsidies from Brussels but appear to be what consumers want.

Exporters such as ANM Group, Scotland's biggest farmer co-operative, are finding a ready market on the continent.

Like overall food output, beef production is 1 per cent or less of the EU total. Scottish producers need to do more to help themselves, for example by ceasing to export live animals and whole carcasses to France, says Mr Donald MacRae, TSB Bank's agricultural specialist. "It seems quite wrong to give

all the 'value added' to the French," he said. "It would make a lot more sense for us to do the processing here."

About 15 per cent of Scottish beef is already being sold through a scheme guaranteeing its quality. The Farm Assured Scotch Livestock scheme, promoted by the NFU, puts 500,000 lambs and 78,000 cattle to market each year.

Quality assurance schemes provide codes of practice for farmers and standards for processors on, for example, animal welfare, feeding, chemical inputs, hygiene and slaughter.

'It needs decent money so that it becomes established in people's minds and the big retailers can't ignore it'

The product's history is traceable back from the supermarket shelf through processing to the production stage. "Consumers want to be assured that the food is environmentally friendly," says Alastair Alexander, NFU marketing director.

Scotland already has schemes for pork, salmon, trout, cheese and venison and others are planned for cereals and soft fruit. The financial advantages can be considerable. Consumer research showed that 76 per cent of consumers were prepared to pay more for Scottish salmon with the "Tartan Mark" guarantee of quality. This salmon was the first foreign product to be awarded the "Label Rouge" - a French mark of superior quality - in 1991 and commands a premium of 10 to 12 per cent above other Scottish salmon sold there.

But introduction of a single Scottish quality mark faces

potential obstacles. It must be accepted by leading retailers, who may be sceptical about its usefulness, said Mr MacRae.

"I can see some retailers saying: what is the quality mark doing for us? It needs to have a decent amount of money so it becomes established in people's minds and the big retailers can't ignore it."

The food strategy group called for £450,000 a year for the body operating the mark, £2m for a launch campaign in the UK, and an annual promotion budget for all its markets of at least £5m. The government and private sector will need to be persuaded of its worth.

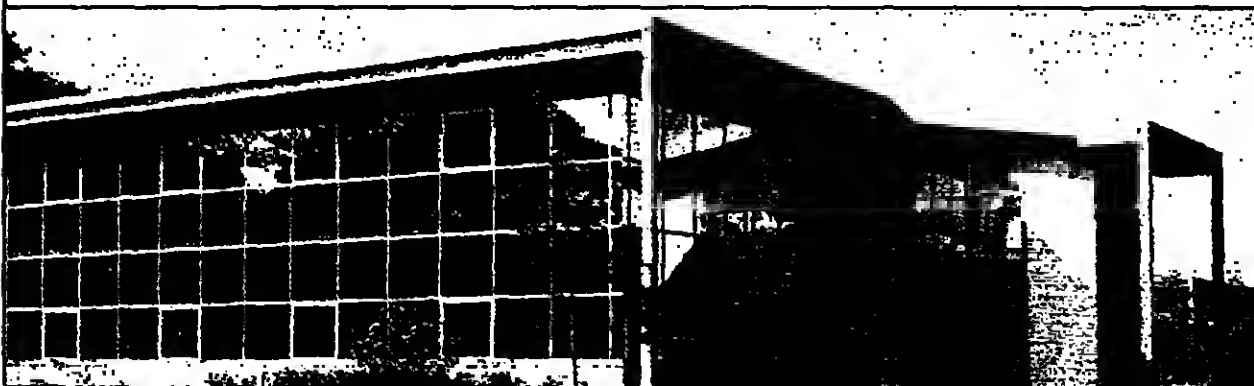
Scottish food manufacturers already well-established in foreign markets may be reluctant to share a common quality mark that could be more useful to smaller competitors than to them.

Winning over farmers may prove difficult, too. Some farmers - such as hill farmers who sell their sheep to be fattened on richer lowland pastures - are a long way from the final consumer, and marketing may seem irrelevant.

The food strategy group admits there is some reluctance to join quality assurance schemes. Mr MacRae goes further, accusing some farmers of a lack of vision. A survey of farmers by the TSB and the NFU found concern that membership of a scheme would involve hefty costs and much record-keeping - both misconceptions, according to proponents of the schemes.

"It's not the cheapest that wins," says Mr MacRae. "Farmers have to buy the quality argument, and in many cases they don't."

The office costs £7 a sq ft.



The backyard comes free.



Over eleven and a half thousand square feet of office space for only £7 a square foot.

That's a good offer under any circumstances.

Now consider that you're a mere stones throw from one of the most beautiful coastlines in Europe, yet still within only forty minutes of a major international airport.

You're beginning to understand why

it's an offer that has already proved irresistible to blue chip companies like Escom, Smithkline Beecham and Conner Peripherals.

For more information about Cockburn Place, send your business card to the address below or Freephone Irvine and ask for Peter Irvine.

It could be the phone call that gets your company moving.

IRVINE

THE COMMERCIAL DIRECTOR, IRVINE DEVELOPMENT CORPORATION, PERCETON HOUSE, IRVINE KA11 2AL. FAX 0294 214287.



FINANCIAL TIMES SURVEY

POLAND

Friday March 18 1994

The agreement with its London Club creditors signed last week, re-opens access to international capital markets for central Europe's biggest economy and most strategically-placed country.

Anthony Robinson and Christopher Bobinski look at future prospects

Cleared for take-off

The biggest potential obstacle to Poland's future prosperity was removed last week when Warsaw and its London Club bank creditors signed a debt reduction and rescheduling agreement. The deal gives Poland an overall 42.5 per cent reduction on its \$13.2bn commercial bank debt, stretches repayment over 30 years, and, most important of all, re-opens access to international capital markets for central Europe's biggest economy and most strategically-placed country.

The London Club deal closely followed approval by the Polish parliament of another tight budget for 1994. This won approval from the International Monetary Fund, thus paving the way for implementation of the second and final stage of a 50 per cent cut in Poland's \$33bn debt to the Paris Club of official government creditors agreed in April 1991.

While Poland was in default many potential investors, including foreign banks, preferred to wait on the sidelines. It had to pay a premium for its foreign borrowing while equity investment favoured Hungary or the Czech Republic, even though Poland's strong economic growth and 38m-strong domestic market were seen as increasingly powerful attrac-

tions. Now the decks have been cleared for the least bureaucratic and most productive kind of investment - equity investment by foreign companies bringing with them managerial and technological know-how, new products and access to global markets.

This is the kind of capital needed to underpin future export-led growth, as has already been demonstrated by those companies such as Fiat and ABB who looked beyond Poland's short-term problems and took a strategic view of Poland's long-term future five years ago.

Fiat is in the midst of a \$2bn investment programme and already exports the bulk of its Polish-produced Cinquecento model to Europe-wide markets. With a much more modest investment ABB has bought or set up a dozen companies employing more than 8,000 people. It is exporting heavily and using its re-trained Polish personnel to spearhead ambitious expansion plans in Russia and Ukraine.

The list of international companies investing in Poland was growing fast even before the London Club agreement. But the bulk of them were consumer-orientated, ranging from Cadbury-Schweppes and McDonald's to Unilever and

Procter and Gamble. The beauty of the Paris and London Club agreements taken together is the prospect they provide of Poland being able to attract the medium-to-long-term capital needed to help finance the infrastructure development required to underpin sustainable economic growth.

Poland is preparing to build a network of east-west and north-south toll motorways, to modernise the main east-west rail links through Poland between Berlin and Moscow and transform its outdated telecommunications.

Lot, the Polish airline which has just survived a bruising encounter with traffic-hungry British Airways, has already re-equipped itself with western aircraft.

Even taken singly these projects are beyond the financing capacity of both the Polish banks, themselves in the process of re-capitalisation and consolidation, and the cash-strapped Polish state. And the list is not exhaustive. Heavy investment is required to modernise the coal, steel and other heavy industries, both to reduce pollution and to complete the adjustment to a rational market economy from the distorted, command economy inherited from the communist past.

An estimated \$3.5bn alone will be needed to finance the construction of the 700km-long Polish section of the projected new high-capacity gas pipeline from northern Russia's Yamal peninsula to Germany and other EU markets.

Orders for all these projects are likely to favour those companies which have invested in the appropriate production facilities in Poland.

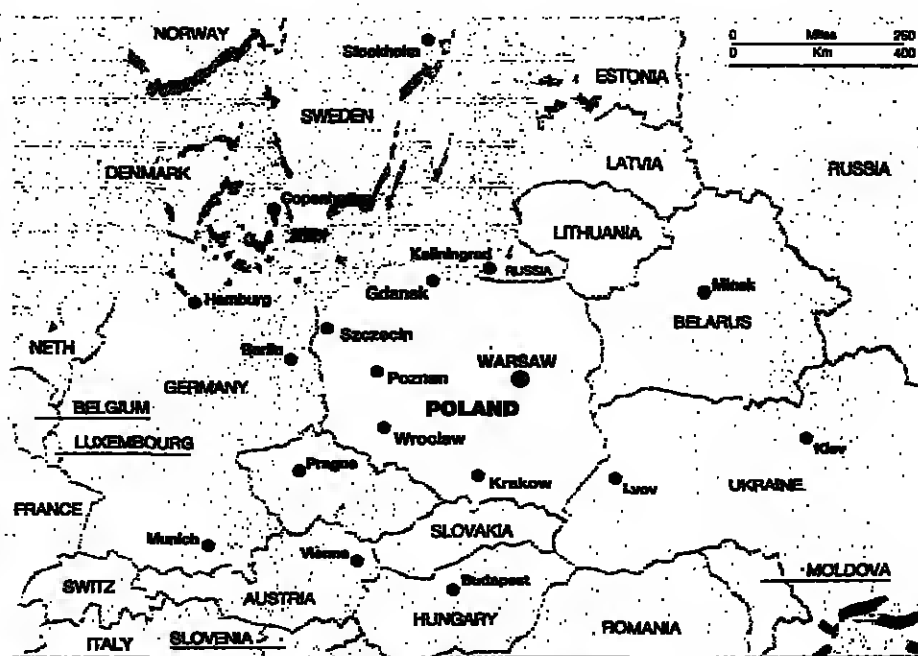
The government has already specifically tied foreign participation in telecommunications modernisation to investment in Polish production facilities.

Even before the expected investment boom begins, the Polish economy has been showing signs of remarkable dynamism. The economy grew by 4 per cent last year and GDP is expected to rise by a further 5 per cent in 1994. Poland was the first to intro-

Area	312,685 sq km
Population	38.6 million
President	Lech Walesa
Currency	Zloty
Exchange rate (average)	1992: \$1=21.12, 1993: \$1=21.17, 1994: \$1=21.17

	1992	1993
Real GDP growth (%)	1.0	4.0
Industrial production (%)	3.9	8.1
GDP (%)	44.0	56.0
Real wages (%)	28.5	35.4
Real wages (%)	-3.75	-2.9
Trade (US\$ billion)		
Exports	13,997	13.5
Imports	15,485	15.6
Balance	0,512	-2.9
Current account balance (US\$ billion)	-0,289	-2,287

1 = Year-on-year percentage change
2 = December over previous December
3 = January - November
Source: Economist Intelligence Unit, Datastream & official statistics



Lech Walesa: manoeuvring for position behind the scenes



Waldemar Pawlak: Peasant Party premier all at sea on a Baltic sea rig

duce traumatic market-oriented reforms in January 1990 and has become the first post-communist economy to emerge from the initial collapse of unwanted and uneconomic output.

The economy has already been transformed by the phasing out of subsidies, the transformation of the zloty into an internally convertible currency, and the unforeseen decline in trade with the east which followed the death of Comecon, the old communist

trading organisation. Such a transformation in such a short time was bound to be traumatic. The winners are easy to see. For bright, energetic youngsters, and entrepreneurs of all stripes, including many from the former communist nomenclature, who were frustrated under the old system, this is a great time to be alive.

City streets are full of new cars, banks, shops, hotels, restaurants. Millions of Poles are sitting on paper profits from

one of the most spectacular stock market surges. Up to 9m Poles are expected to pay a nominal sum for shares in the partly foreign-managed National Investment Funds which will be set up this year to manage up to 600 state companies to be privatised under the mass privatisation programme.

But nearly 3m are officially unemployed, the streets are almost as full of beggars as those in London or New York. Drug addiction, prostitution,

theft and violent crime are all sharply higher, and more visible. The strain shows in a rising death rate, lower life expectancy and a steep fall in the birth rate.

The housing shortage remains acute, the health service is starved of funds, the education system likewise. The former heroes of socialist labour, the steel workers, miners and railwaymen, and much of the intelligentsia, have seen their industries, professions and status downgraded. Income differentials have widened dramatically. Farm incomes alone have halved over the past five years as domestic subsidies were cut and EU-subsidized food imports flooded in.

All these people have votes. Last September the peasant farmers and workers who once supported Solidarity rejected the amateur politicians who replaced the communists in 1989. They voted back into power two parties with roots in the communist past, the Peasants party (PSL) whose leader, 34-year-old Waldemar Pawlak, is the prime minister, and the Democratic Left Alliance (SLD) led by Mr Alexander Kwasniewski.

The coalition controls more than 60 per cent of the seats in parliament. It has the power to rewrite the constitution and can re-define and reduce the role of President Lech Walesa who comes up for re-election next year.

The government has a strong majority and faces a weak and divided opposition. In theory it could last the full four-year life of parliament.

This is unlikely. The coalition partners do not like or trust each other and the unpredictable Mr Walesa is busy manoeuvring for position behind the scenes. There could well be a government crisis at any time followed by early elections, possibly to coincide with the presidential vote.

The important thing is that economic and other reforms are now irreversible while the governing parties, and particularly the SLD leadership, share the consensus view that market reforms must continue. Poles only have to look east to Russia, and even more so to Ukraine, to compare the benefits of sticking with painful reform with the misery of prolonging the process indefinitely by half measures and backward steps.

IN THIS SURVEY	
<input type="checkbox"/> The economy	Page 2
<input type="checkbox"/> Banking and finance	Pages 3 and 4
<input type="checkbox"/> Infrastructure	Page 5
<input type="checkbox"/> Social problems	Pages 6 and 7
<input type="checkbox"/> Media	Page 8
<input type="checkbox"/> Politics	Page 9
<input type="checkbox"/> Industry	Pages 10 and 11
<input type="checkbox"/> Environment	Page 12
Editorial production: Roy Terry	



Can you rebuild a nation's industry without starting all over from scratch?

The collapse of the Comecon revealed a desolate industrial and economic Eastern European landscape - unwieldy structures operating inefficiently and creating large-scale abuse of the environment.

So it's your problem, too.

Bankrupt economies can't rebuild themselves from scratch, but Western expertise and investment can be attracted to help. In May 1990, ABB formed a joint venture with two Polish companies lacking the key skills necessary to survive in a competitive world economy. Technology transfer agreements were signed, and the new ABB Zamech restructured every operating function, installing clear lines of responsibility. Within 18 months the Polish company had been transformed into a center of excellence for the manufacture of gas and steam turbines. Production times had been halved. And by 1991 ABB Zamech was using about one third less electricity, gas and water per unit of production.

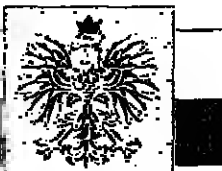
With total commitment on all sides, the effective transfer of technology, skills and responsibility to local management can work wonders - both for the economy of Eastern Europe and the world we all share.

Yes, you can.



POLAND 2

ECONOMY



The Polish economy is expected to show the fastest economic growth in Europe again this year, thanks to higher productivity, rising domestic and foreign investment and growing exports. The gross domestic product (GDP) is projected to rise by 5 per cent after a 4 per cent officially reported increase in 1993 which bankers believe probably understated the real growth in the private sector.

Total output is now close to levels attained before the "shock therapy" reforms of 1990, followed by the collapse of the Soviet market in 1991, which sent output from the old state industries into a tailspin. Sustainable economic growth appears to be within grasp, given reasonable political stability domestically and no destabilising shocks from Poland's eastern neighbours.

Industrial output at the end

of 1993 was 8.1 per cent higher than a year ago while growth in the under-recorded and previously underdeveloped service sector has risen even faster. But the volume indicators fail to tell the full story of an economy which now produces goods and services of a much higher quality than four years ago - but employs 3m fewer workers to do the job.

Socially and politically, high unemployment is a big worry. But economically it means that strong productivity gains are underpinning the transformation of the economy and creating the basis for rising profits, a growing rate of capital accumulation, and job creation.

The underlying improvements have been overstated by last year's 900 per cent rise in share prices which pushed price-equity ratios to dizzy heights. But the emergence of

Sustainable economic growth appears to be within grasp, says Anthony Robinson

Expectations continue to soar

a toughly regulated, reasonably efficient stock market is undoubtedly one of the main economic developments of the past 12 months.

This year should see rapid expansion in the number of listed companies, from the present 22, and a flood of new issues and capital increases as private companies take advantage of high share prices to raise cheap equity capital. The government is also expected to exploit this new channel by selling off parts of state enterprises through share issues. Strengthening of the financial infrastructure generally is also a high priority with 22,000zn zlotys (\$1bn) earmarked in the budget for recapitalisation of the state-owned banks while smaller undercapitalised private banks will be taken over by bigger groups under central bank supervision. After lengthy delays, the mass priva-

tisation of more than 400 state enterprises and the transfer of managerial control to 20 new national investment funds (NIFs) is expected to be finalised by the autumn, along with the creation of new pension funds, investment trusts and insurance companies.

Inflation, measured by the consumer price index, rose sharply at the end of 1993, due to a hiccup over meat prices, although the average dropped to 36 per cent last year from 44 per cent in 1992. Price increases dropped back to 1.6 per cent in January, in line with projections of a decline in inflation to 27 per cent on an annualised basis this year.

Prospects for future growth, meanwhile, have been enhanced by last week's London Club agreement for a 4.25 per cent reduction of Poland's \$13.2bn foreign commercial bank debt. This should greatly facilitate the inflow of foreign investment required to modernise the economy and fund ambitious infrastructure schemes.

Sustained growth and reducing inflation to single digits by 1998 as planned by the National Bank of Poland, the independent central bank headed by Ms Hanna Gronowicz-Waltz, also represents continuing political will to meet IMF-approved monetary and fiscal targets in the face of

growing political pressure for higher social spending and trade union demands for higher wages.

The centre-left coalition government formed after last September's elections inherited the outlines of a stringent budget. The revised budget with its deficit ceiling of 83,000zn zlotys, around 4.1 per cent of GDP, even survived the resignation of Mr Marek Borowski, the finance minister, and a power struggle between the coalition partners over control of economic policy.

The successful introduction of value added tax (VAT) last July and the higher overall tax receipts deriving from a rising GDP allowed the new government to raise social spending marginally. Higher revenue and lower than forecast spending kept the 1993 deficit to 3.6 per cent of GDP, well below the 5 per cent target.

Parliament approved the 1994 budget on March 5. This paved the way for a new IMF standby agreement, which in turn will ensure implementation of the 20 per cent, second-stage write-down of Poland's official debt at the end of March. This completes the 50 per cent overall write-down in Poland's former \$33bn official debt agreed by the Paris Club in April 1991.

Servicing the foreign debt will be expensive, costing

around \$6bn annually by the middle of the next decade. But, short term, Poland's reserves rose last year to \$7.6bn in spite of a \$2.5bn trade deficit last year and the London Club agreement should make future borrowing easier.

The stronger reserve position is accounted for partly by the spending of foreigners, including planeloads of shoppers from oil-rich Russian towns and more than 45m German day-trippers attracted by cheaper shopping.

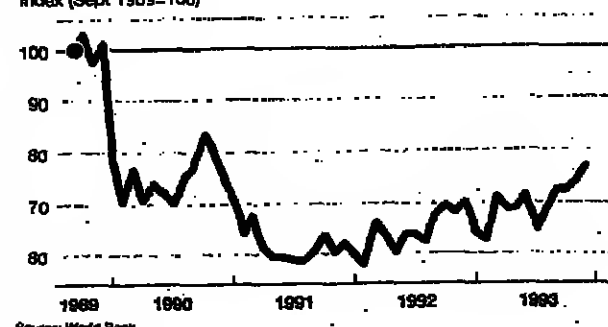
But reserves have also benefited from rising foreign investment in the Warsaw stock exchange and in Polish companies and from the capital flight out of Russia last year.

Several other indicators also suggest that real incomes and the level of overall economic activity are probably higher than officially stated. An 11 per cent rise in retail sales in real terms last year, indicates that disposable incomes have been rising although official statistics point to a further 2.9 per cent decline in average real wages last year.

The progress already made is impressive. Most subsidies and distortions have been removed, many of the most energy intensive and polluting factories, closed, restructured or downsized. More than 60 per cent of the economy is now privatised

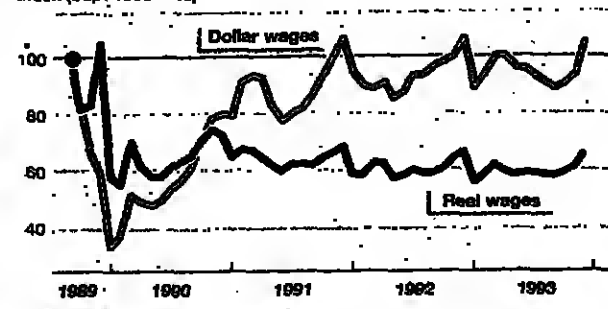
Industrial output

Index (Sept 1989=100)



Wages

Index (Sept 1989=100)



and several former loss-making state sector companies, even in traditional sectors such as shipbuilding have been turned around. Once staid foreign trade organisations, like Budimex and Elektrim, have been privatised and transformed into internationally competitive companies which could form the core of future "national champions".

The Polish economy still has

a long way to go before it can deliver western living standards. But unemployment should peak and start to fall in 1994 as higher investment gets under way. This will ensure the sustainability of an upswing which is already well into its second year and could last for years, provided it is not choked by inflationary increases in public spending and incomes.

Poverty stalks the losers

Despite the irrefutable evidence of greater prosperity generated by a substantially transformed economy many Poles feel excluded from the benefits. Out of a population of 38m, nearly 9m are pensioners and almost 3m are registered as unemployed. More than 700,000 of the unemployed, those without jobs for over a year, are no longer eligible for unemployment pay and have to rely on other forms of social security, although many are able to supplement their small official incomes by part-time work and moonlighting.

Sociologists believe children are the main sufferers from the poverty to which the abolition of food, housing and heating subsidies has exposed families of the unemployed or those on low incomes. They are most exposed to the high prices which have replaced the subsidised basics of the socialist past.

By the end of 1993, the real incomes of Poland's 15m wage earners were still 2.9 per cent

below the levels of December 1992, in spite of a 9 per cent rise in real average wages in December. For millions of workers and the unemployed real incomes remain well below 1990 levels, although the quality and variety of goods available is much higher than five years ago when imported or domestically-produced consumer goods were in short supply.

In March the hated *popisek*, or tax on public sector wage increases, is being abolished, as promised by the SLD during its election campaign, although it is being replaced by a similar wage restraining mechanism.

The coalition government of former communists and peasant farmers is sensitive to the demands of its worker and peasant electorates for greater social security, more social spending and higher wages. But it is still probably true that the rapid growth of the private sector, which now accounts for around 60 per cent of total employment, holds out

the main prospect for future job creation and wage gains. Rising labour productivity rather than labour militancy, holds out the best prospect for wage earners in 1994, especially when employment starts to rise again after four years of steep declines.

Unemployment rose again last year, however, to reach nearly 2.9m, more than 15.7 per cent of the labour force at the start of the year, and could well top 3m before starting to fall. High unemployment reduces militancy and acts as a brake on wages growth.

The trade unions have also lost much of their former political and economic clout. The unions are specially weak in the fragmented private sector of the economy, where employment is rising, but are also losing ground as the public sector, with its oversized factories, ageing mines and shipyards, restructures the best or closes the hopeless loss makers.

Anthony Robinson

FOREIGN INVESTMENT

Flow of funds quickens

While Poland remained in default on its foreign debt it was forced to rely primarily on foreign governments and the international financial institutions for the bulk of its foreign borrowing requirements. This will now change.

The World Bank alone set aside more than \$3.5m for lending to a wide range of projects in Poland from agricultural modernisation to banking reform and environmental protection.

The EBRD has more projects in Poland than any other former communist country and the International Finance Corporation has invested more than \$250m.

Until now the rate of disbursement has been rather slow, reflecting bureaucratic and political delays and institutional limitations to Poland's capacity to absorb such funds.

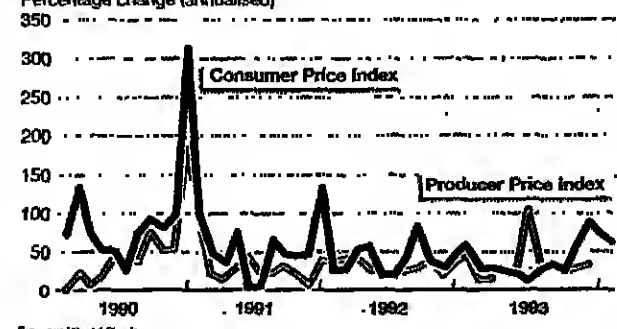
But the London Club agreement opens the way to a much more efficient use of capital by allowing Poland's fast-growing enterprise sector to raise equity capital abroad and allow the Polish state to raise funds from the syndicated loan market on more favourable commercial terms.

Recent months have seen a considerable increase in foreign equity investment. But the \$2.3bn which has flowed into Poland over the past four years compares poorly with Hungary which has attracted more than \$7bn and has only a quarter of Poland's nearly 39m-strong domestic market.

The bulk of equity investment has been made by the multinational consumer goods manufacturers who have been busy buying and modernising existing plants and shops, building new greenfield factories and bottling plants and advertising heavily to create brand recognition and brand

Inflation

Percentage change (annualised)



loyalty.

The two biggest foreign investors to date are Fiat, which has committed \$2bn to expanding output and building up the country as the sole source for Europe-wide sales of its new Cinquecento model, and Coca-Cola which has already invested \$170m and has committed another \$50m in fierce rivalry with Pepsi-Cola.

But the fast expanding list of consumer goods companies attracted by the prospect of a rapid growth from a low base in a large market now includes the leading detergent and household ware companies, including Unilever, Procter and Gamble, Henkel, Benckiser and Cussons, the big fast food chains from McDonald's to Burger King and Pizza Hut, and a growing number of confectionery, confectionery and food processing companies and breweries.

Latest forays into the consumer field include Cadbury Schweppes, which has just built a \$30m chocolate factory on a greenfield site near Wroclaw, and Nestlé which paid \$25m for a 45 per cent stake in the Goplana confectionery factory near Poznan.

At the beginning of March Heineken paid \$40m for a 25

per cent stake in Zywiec, the recently privatised brewery.

The Heineken deal, in particular, revealed how high the cost of acquisitions has risen in recent months.

This follows the spectacular revaluation of the presumed worth of quoted companies on the Warsaw stock exchange where prices rose ninefold in 1993.

The Warsaw Bourse Index has risen a further 50 per cent so far this year.

A wave of new listings and new share flotations is expected in 1994.

The rising cost of buying Polish companies has highlighted the prescience of those bold and long-sighted enough to enter the Polish market four to five years ago when good potential assets could be had for a song.

High on the list of successful early birds is Asea Brown Boveri (ABB) which has invested well over \$100m and much managerial and technical input but now employs more than 8,000 people in a series of strategic sectors well placed to take advantage of the expected infrastructure investment boom which lies ahead.

Anthony Robinson

Profile: ASEA BROWN BOVERI

Profitable vision

It would be hard to find an international company with a clearer strategic vision of its role in the development of post-communist Europe than Asea Brown Boveri (ABB), the Swiss-Swedish power engineering group. It would be even harder to find a company which formed that vision so early and applied it so thoroughly and profitably.

Poland has been central to that strategy. ABB has invested well over \$100m over the past six years, and concentrated heavily on educating and training what has grown by acquisition and expansion into a more than 8,000-strong workforce. They are employed in a dozen power generation, pollution control, switchgear, railway rolling stock and signalling and engineering enterprises throughout Poland. They produce the products which will be most needed when the country's expected infrastructure development takes off.

Until recently, ABB's growth in Poland was centred on the acquisition of majority stakes

or at least management control of former state enterprises, through a variety of ways which reflected the rich menu of privatisation choices.

Most enterprises were run down, obsolescent and relatively cheap, especially the early purchases when ABB was virtually alone in the field. Serious investment in new plant was held back until the human capital and skills of the newly-acquired companies were honed by the transfer of know-how, managerial methods and re-training.

Increasingly, however, the quality of output from Polish plants has been raised to ABB group levels, as proved by the recent granting of the European standard ISO 9001 certification for the gas and steam turbines produced by the ABB Zamech plant, one of the earliest acquisitions.

Having picked up many of the best of the former state companies ABB is shifting ground in the acquisition front. "Our emphasis is now on green field investments. The last three investments were of

this type. They have modest start-up capital but the great advantage of being able to structure according to a business plan from the start," says David Brown, president of ABB's Polish operations.

One of the unexpected benefits of having come in early and strongly to the Polish market stems from its minority, 10 per cent shareholding in Elektrim, the former foreign trade company. Elektrim is fast developing as Poland's biggest private enterprise with sales approaching \$1bn and rising profits. Thanks to the booming stock exchange ABB is now sitting on paper profits on its Elektrim shares which come close to the value of its investment in Poland to date.

ABB companies are also well placed to gain big contracts to supply compressors and other Polish-made equipment for the 700km-long Polish section of the projected \$7bn new gas pipeline from the Yamal peninsula in northern Russia to western Europe.

Anthony Robinson

HOTEL Jan III SOBIESKI

A special place for exclusive comfort and successful ventures.

Hotel Jan III. Sobieski, Plac Artura Zawiszy 1, 02-025 Warszawa, Tel: 0048/2-658 44 44, or 0048/2-659 55 01, Satellite Tel: 0048/39121 121, Fax: 0048/2-659 88 28, Satellite: 0048/39121 240



- 431 guest rooms and suites
- 17 guest offices
- All rooms with direct-dial Satellite telephones
- Three restaurants: Chopin, Arkadia, Marysieleka and Cafe/Bar Aleksander
- Business-Centre providing extensive service plus state of the art facilities
- 5 different sized function rooms
- Limousine service
- In-house secured underground parking
- Airport Welcome Desk

For reservations the hotel Jan III. Sobieski is bookable through: Utell, Supranational or Steigenberger Reservation Service.

A Joint-Venture between District Wola and Skanska International Building AB, Business Center Wola Ltd.

ATRIUM BUSINESS CENTRE

Aleja Jana Pawla II Wola, Warsaw

80,000 sq m office, retail and parking area
80,000 sq m powierzchni biurowej, handlowo-usługowej i parkingowej

"Arthur Andersen are pleased to announce their relocation to the Atrium Business Centre in the Spring of 1995"

ARTHUR ANDERSEN

WEITZ ANDERSEN GYSC

LONDON
+44 71 405 8411
Brownlow House
50/51 High Holborn
London WC1V 6EG, England

For further information contact Jeremy Cradnell

WARSAW
+48 2 628 3075
+48 2 625 7034
00-686 Warszawa, ul. Barbary No 1, Poland

HENRY BUTCHER EUROPE

SKANSKA

CREDITANSTALT FINANCIAL ADVISERS S.A. ("CAFA")

Warsaw, Poland
member of CREDITANSTALT INVESTMENT BANK AG
announces that the following have joined:

EUGENE M. KOTLARCHUK

as

Managing Director and Head

and

COEN M.A. POTTERS

as Director

and that

DARIUSZ J. HASCHKA

has been promoted to Assistant Director

CAFA Adviser Services offered:

- Mergers & Acquisitions
- Privatizations
- Company Valuations
- Private Placement of Debt & Equity
- Initial Public Offering Advisory

Austria, United States, United Kingdom, Bulgaria, Czech Republic, Hungary, Poland, Slovakia

LIM Center - Marriott Hotel, 00-697 Warsaw, Poland
Tel: (048-2) 630 60 22; Fax: (048-2) 630 60 03



Bank Gospodarki Żywnościowej

Bank Gospodarki Żywnościowej/BGZ/ is a universal commercial bank based on mixed state-cooperative capital, and is furnished with a full foreign exchange licence.

BGZ specializes in providing finance to agriculture, agro-industry handicraft, and the trade and services sector, rendering a wide range of banking services.

Bank Gospodarki Żywnościowej has its own 140 branch offices and sub branches, cooperates with 1204 Cooperative Banks located all over the country forming thus the largest banking network in Poland.

Bank Gospodarki Żywnościowej-Centrala
ul. Grzybowska 4, 00-131 Warszawa, Poland
Correspondent Banking Department
tel. 48 22/25 72 06 fax 48 22/25 72 00
KOMERTEL: 48/39 12 09 59 SWIFT: GOPZ PL PW

Your Proven Partner in Freight Forwarding

M&M
Miltner & Munch UK Ltd
International Forwarders

CONTACT:

LONDON U.K.
31/33 Fowles Road
Hainault Industrial Estate
Ilford, Essex IG6 3UD
Tel: 081-501 2161
Fax: 081-501 2170
Tlx: 897949 MUMUMLG

WARSAW, POLAND
ul. Sileska 8
PL - 00171 Warsaw
Tel: (48) 22365380
Fax: (48) 22312186
Tlx: 815716 mmmu pl

MANCHESTER, UK
Farnworth House, Farnworth Quay
Salford Quays, Salford
Manchester M5 2JL
Tel: 061 872 1773
Fax: 061 872 6298
Tlx: 865569 MUMUMKG

Dr. Okulicz Management Consulting GmbH

40629 Düsseldorf, Germany

Tel: (49) 211292223 Fax: (49) 211299653

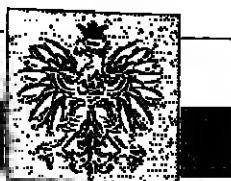
INTEGRATED EXECUTIVE CONSULTING FOR PRIVATE AND AGENCY INDUSTRIAL PROJECTS IN POLAND

MANAGEMENTBERATUNG

FÜR INDUSTRIELLE PROJEKTE IN POLEN

POLAND 3

BANKING & FINANCE



The president of the National Bank of Poland, Ms Hanna Gronkiewicz-Waltz, turned up in parliament late on a Friday night last month to tell a packed Sejm that four state-owned banks were having problems. A further 15 private banks and 229 out of 1,600 co-operative banks were threatened with liquidation or facing collapse, she added.

Her warning was greeted calmly, without any sign of a run on the banks by anxious depositors in the days that followed. But why did she run the

risk? "Sorting out the problems of the banking sector requires a clear political decision. That's why I went to parliament to explain the situation," she explains. She hastens to add that "the wild west days of Polish banking are over" now that the central bank has reinforced its supervisory powers. But she feels the need for wider political understanding of the need to recapitalise several of the largest banks and support a consolidation of the banking system.

Ms Waltz told parliament

that Bank Handlowy, the foreign trade bank, was the only one among 15 state-owned banks to produce "good results" last year. All nine of the commercial banks hived off from the BNP five years ago at the start of bank reforms were also in reasonable shape, she added, partly because seven have been partially recapitalised from state funds.

Two of the original nine banks, Wielkopolski Bank Kredytowy (WPK) and Bank Slaski (BS), have now been privatised and recapitalised

through the sale of shares to private investors. The EBRD paid \$12.7m for a 28.5 per cent stake in WPK a year ago while ING bank of the Netherlands paid \$60m for its 25.9 per cent stake in Bank Slaski. The remaining seven banks are due for privatisation over the next two years.

The emergence of nine privatised regional banks, with substantial foreign minority shareholders, will mark a big step forward in Polish banking. But Cezary Stypulkowski, the president of Bank Handlowy, the

biggest and most consistently profitable Polish bank, argues that 15 medium-sized banks are too many for an economy Poland's size. "Probably four or five stronger banks would be better," he says.

The whole banking sector, he argues, is undercapitalised. "The total capitalisation of Polish banks, at around 40,000bn zlotys, is equivalent to that of the 12th largest bank in Germany," he notes. "The Polish economy demands more than that."

Bank Handlowy, which has

been transformed over the last three years from a foreign trade bank into a universal corporate bank, alone accounts for a quarter of the total capitalisation of the banking system. It is the only Polish bank which has managed to preserve the real value of its capital base, he says. It raised its provisions from 6.2bn zlotys in 1992 to 9bn zlotys last year after another year of sharply higher profits. Any future capital increase is most likely to come through a stock market flotation of new shares which

would dilute the state shareholding and amount to partial privatisation.

Meanwhile, the most difficult problem is how to deal with the 70 or so small and undercapitalised private banks which are the weakest part of the banking system, alongside the small rural co-operative banks.

Both the government and the central bank are worried about the political fall-out of small bank failures in rural areas. The NBP would like to persuade foreign banks to take over and absorb these smaller banks. But few are willing to accept such a poisoned chalice. Until now foreign banks, such as Citibank, have preferred to set up their own wholly-owned operations, or take stakes in larger, state-owned banks.

The central bank also has plans for the 1,600 rural banks, of which more than 200 are in a shaky state. "We would like to form nine or 10 competitive associations of small co-operative banks and then refinance the new associations," Ms Waltz explains.

Until now one of the main obstacles to the entry of foreign capital into the Polish banking system was the absence of a London Club deal. One benefit of the protracted negotiations, however, is that the 400 foreign banks involved in the outcome have been keeping close watch on Polish developments. Some are expected to seek entry to this fast growing market now that an agreement has been reached.

Anthony Robinson

Profile: POLSKI BANK ROZWOJU

Primed for privatisation

Polski Bank Rozwoju, the Polish Development Bank (PBR), is one of the new financial institutions set up by the first post-communist government to help finance the transition to a private, market-based economy.

It began operations in February 1991. Untrammelled by communist-style banking habits its functions are to finance fledgling companies, to lubricate the restructuring of public sector enterprises and to channel funds from international institutions such as the World Bank and the European Bank for Reconstruction and Development (EBRD) into specific projects.

Such is the pace of change in the economy, however, that Mr Wojciech Kostrowa, the young, German-trained president, says "we have become less and less a development bank and more and more a specialised corporate investment bank". The bank, he adds, "offers a full range of products for large and medium corporations", which means loans of \$500,000 and above.

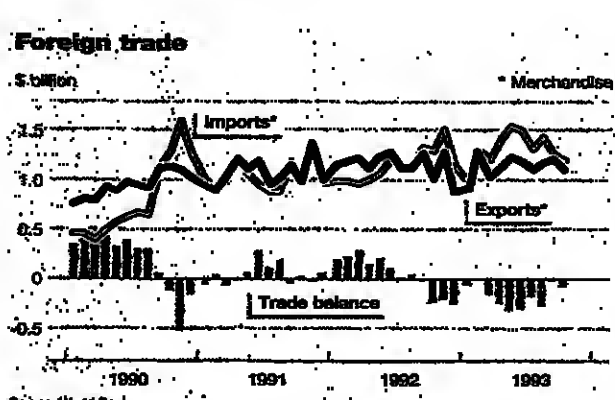
Last year saw a virtual doubling in loans granted from 1,391bn zlotys to 2,521bn zlotys, a 65 per cent real increase after inflation, confirming the rapid growth in demand for investment finance from an increasingly confident private sector. More than 80 per cent of PBR's loans are to private

or privatised companies and it is the only Polish bank which runs a regular commercial paper programme, including an active secondary market.

The bank expects a heavy demand for investment credits from joint venture companies but the bank's commercial paper activities are limited to public companies listed on the Warsaw stock exchange. They are preferred because they are subject to the regulatory discipline and tough disclosure requirements of the US-style stock exchange regulators.

The bank is involved in bringing new companies to the stock exchange and has teamed up with Kleinwort Benson, the UK-based merchant bank, to set up and manage one of the new National Investment Funds which will be created as part of the mass privatisation programme.

But Bank Rozwoju is also helping to financially restructure state-owned enterprises prior to privatisation. The most successful example to date concerns the Szczecin shipyard. The deal involved a complex 2,500bn zlotys debt write-off and rescheduling agreement involving several leading banks and more than 1,800 suppliers. It was linked to a series of parallel productivity agreements with the trade unions and the introduction of modern managerial methods. This combination



has transformed the shipyard from heavy loss-maker into one of Europe's few subsidised profitable shipyards.

The Szczecin shipyard now turns out around 15 ships a year worth more than \$250m and is on the way to privatisation. It recently gained new orders from Chile and Argentina in addition to orders from Germany, other European countries and South Africa.

The bank now hopes to repeat the Szczecin formula at the loss-making state-owned Star truck plant at Starachowice, 200 km south of Warsaw which has been an unemployment black spot ever since the collapse of the old Soviet market for medium trucks and the expiration of orders from the Polish military in 1991.

Last year Deutsche Investi-

tions and Entwicklungsgesellschaft, a specialist German project financing institution, took a 2.64 per cent stake in the bank alongside Italian, French and Austrian minority shareholders. The Polish Treasury, with 73 per cent of the 1,796bn zlotys capital, remains the biggest shareholder.

This may change, however, if the government authorises PBR to raise fresh capital and dilute the state shareholding by a public offer of shares on a stock exchange which is increasingly coming into its own as a viable source of equity finance and as a privatisation vehicle. If the government gives the green light, as expected, 1994 could see the start of PBR's privatisation.

Anthony Robinson

Lame ducks are the target

Most foreign banks were waiting for the outcome of Poland's negotiations with the London Club creditors before deciding whether to open an operation in the country.

But if they do take the plunge they will probably find that getting a banking licence will not be easy. The NBP, the central bank, has imposed a *de facto* moratorium on new banks as it struggles to repair an ailing private banking sector which expanded too fast in 1990 and 1991 and is now knee-deep in bad loans.

Ms Gronkiewicz-Waltz, the NBP chairman, says she is happy to see foreign banks coming, but only if they consider taking one of the sector's lame ducks under their wing. That also applies to local investors keen to set up a new bank, she adds.

This leaves a handful of banks including Credit Lyonnais, Westdeutsche Landesbank and Banque Nationale de Paris, working together with the Dresdner Bank, waiting in a queue and hawking through the NBP's "transfer list" of around 15 small private banks in serious trouble.

But 10 banks with a majority foreign shareholding, who obtained their licences in 1990 and 1991, are already in place. One, the American Bank in Poland, in which Banker's Trust has a 17 per cent stake, is preparing a stock exchange

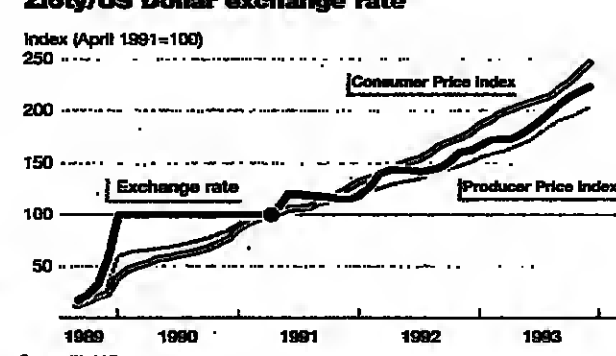
flotation. This would allow foreign shareholders, such as Time Warner and Morrison Knudsen, the US building company, to exit profitably.

Other banks include ING, which bought 25.9 per cent of Bank Slaski, and two Austrian banks active throughout central Europe, Creditanstalt and Raiffeisen, and Citibank.

Citibank is probably the most profitable of the foreign banks. It concentrates on providing foreign trade and cash management services for big foreign investors such as International Paper and McDonald's and has also attracted local customers with the range of electronic banking services on offer. The wholly-owned subsidiary, opened in November 1991 by Mr William Rhodes, Citibank's deputy-chairman, last year reported a 415bn zloty (\$18.5m) net profit on the US bank's initial investment of \$10m, backed subsequently by a \$7.5m subordinated loan from its parent company.

The bank intends to raise its capital to around 900bn zlotys after retaining the net profit of 131.5bn zlotys in 1992 and last year's net profit, together with the subordinated loan. But last year the bank's profit, tax break equal to the sum of the initial capital, expired. Its new capital base will be twice as large as Citibank's Hungarian subsidiary, which is capitalised at \$20m and reported a \$14m

Zloty/US Dollar exchange rate



profit in 1992.

Citibank's locally-recruited 120-strong staff are young. For one in three it is their first job. "We have brought in grey hairs from outside the country," says Mr Allan Hirst, the local Texas-based chief executive. The branch spends \$400,000 on training annually.

Mr Hirst is sensitive to criticism that foreign banks constitute a competitive threat to local banks. "All the new Polish clients with whom we are doing business have also stayed with their old banks," he says. From Citibank's point of view it is Polish banks such as Bank Handlowy and the new Export Development Bank (EBR) which are keeping up the competition on interest rates and services.

That said, however, Citibank

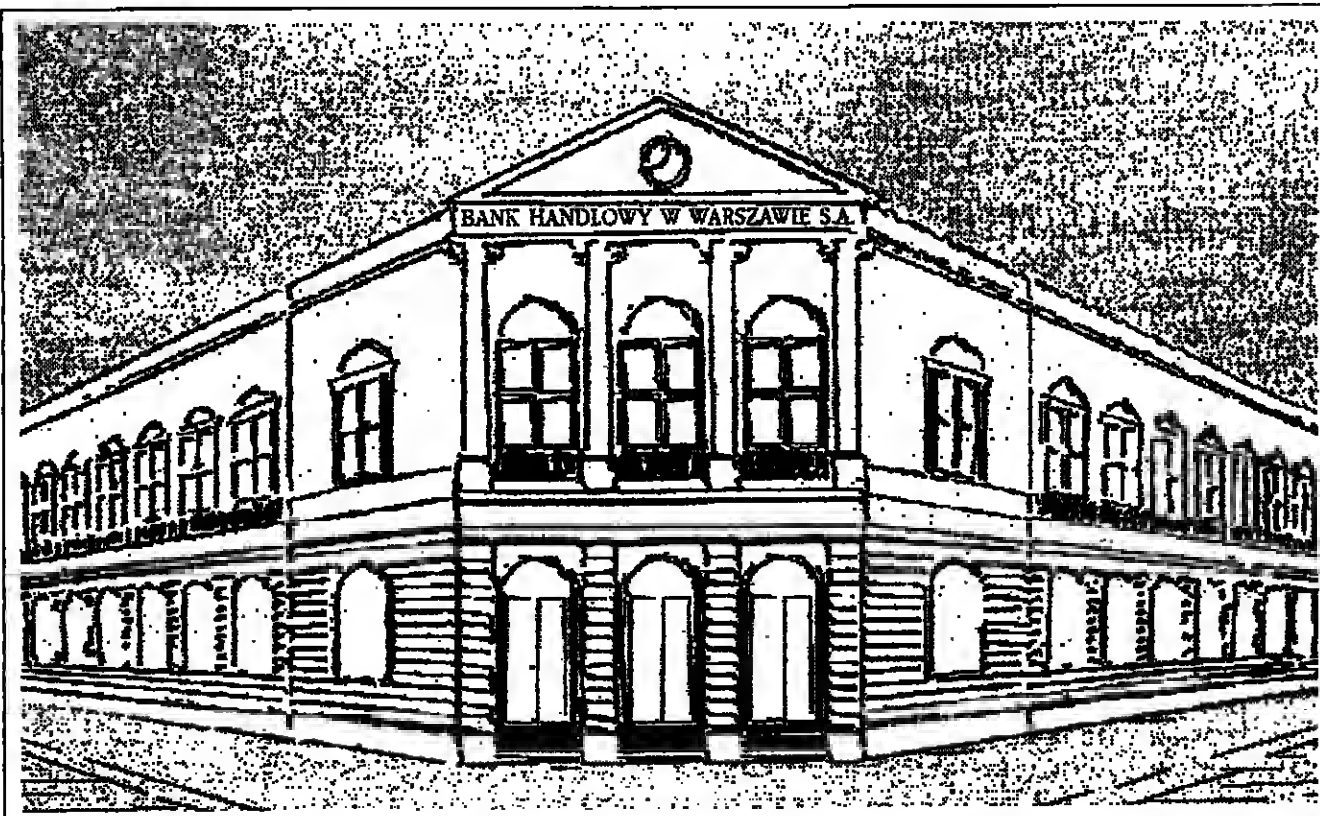
Poland's gross profit of 541.7bn zlotys last year is high compared to local private banks such as BRR which reported a gross profit of 357.9bn zlotys on a balance sheet double Citibank's 5,010bn zlotys.

This year's capital increase will give Citibank a chance to expand its lending as Polish banking laws restrict individual loans to 10 per cent of a bank's capital. But Mr Hirst also intends to maintain his bank's competitive edge by building up its technological capacity to manage corporate finance and foreign exchange transactions. "In 10 years' time we want to be the provider of the highest quality banking products and services bar none," he says.

Christopher Bobinski

BANK HANDLOWY W WARSZAWIE S.A.

ESTABLISHED
1870



THE OLDEST
POLISH BANK

TRADITION
PROFESSIONALISM
RELIABILITY

REPRESENTATIVE OFFICES:
BELGRAD, BERLIN, MOSCOW,
NEW YORK, ROME

28 DOMESTIC BRANCHES
IN MAJOR POLISH CITIES



HEAD OFFICE
BANK HANDLOWY W WARSZAWIE S.A.
00-950 Warszawa, ul. Chajlubiskiego 8.
P.O. Box 129, Tel.: 60 30 00, Fax: 30 01 13.
Telex: 51483 F D W P L, SWIFT: BHWA PL PW
Cable address: Handlowbank Warszawa
FOREIGN BRANCH
LONDON 16 Eastcheap LONDON EC3M 1BD
Tel.: 71 509 11 50, Fax: 71 509 41 91
Telex: 290694, SWIFT: BHWA GB 21
CAPITAL MARKETS CENTER
Nowy Swiat 6/12, 00-460 Warszawa
Tel.: 2 625 09 49, 6617 125
Fax: 2 625 09 49, SWIFT: BHWA PL PW WA 5

POLAND 4

STOCK EXCHANGE

Encore for a star performer

Last year the Warsaw stock exchange became the star performer among the world's emerging capital markets. The challenge this year is to complete its transformation into a fully-fledged capital market institution by ensuring a copious flow of new issues and rapid expansion of the meagre crop of 33 listed companies. The list is expected to double this year.

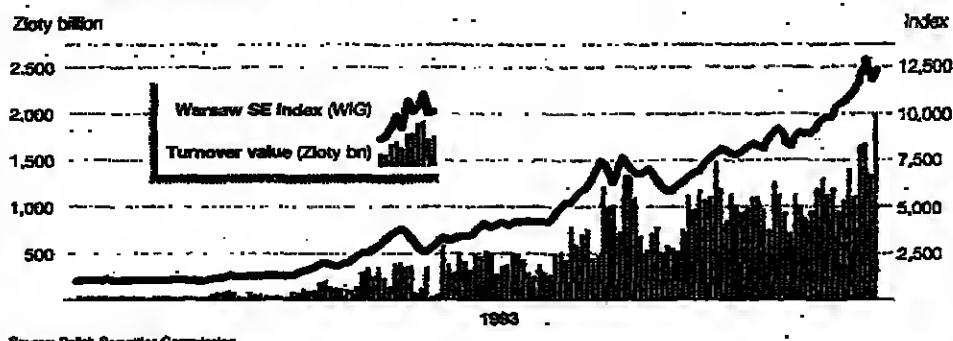
The achievement of 1993 was to attract foreign capital and raise investor interest, and show millions of Poles that a flutter on the market can be more profitable than a bet on the horses, or leaving cash under a mattress. Even in dollar terms average share prices soared by more than 700 per cent, taking market capitalisation close to \$3bn. The surge continued into 1994 with the Warsaw WIG index crossing the 20,000 mark for the first time on February 28.

For Poland's fast-growing private companies, and for the government which needs to raise revenue by privatising state companies, high share prices represent a possibly unique opportunity to raise equity capital cheaply. Current price levels, with price/earnings ratios in the high 30s and beyond, are as much a function of limited supply as frenetic demand from virgin shareholders attracted by visions of easy money in what, until now, has been a one-way market, upwards.

The worst that could happen in 1994 is a spectacular collapse in over-inflated share prices which would deter potential investors for years. The best would be a gradual calming of prices as investors were offered more and more new companies and new shares. The latter is what the market authorities, and prospective new listed companies, and the government are pinning their hopes on.

The market, where trading takes place three times a week under a modified form of the French Bourse system with a 10 per cent limit on daily share movements, survived the September elections with hardly a blip and is backed by the substance of a growing economy and rising profits for many

Warsaw Stock Exchange



Source: Polish Securities Commission

companies. But, on occasions, the prospect of easy wealth has proved too much. When the shares of Bank Slaski made their debut on the WSE earlier this year they were quoted at 13 times the 500,000 Zloty issue price.

Then it turned out that most of the 800,000 Poles who applied for the shares were unable to trade them, because of the long delays in getting shares registered. Practically the only shareholders able to sell were employees of the bank, which is the second of nine state-owned banks hived off from the central bank five years ago.

The Slaski affair taught some important lessons. Politically, it led to the dismissal of the deputy-finance minister who was responsible for floating the shares, and selling a 26



Leslaw Paga: tough head of the Exchange Commission

per cent stake to the ING bank of the Netherlands.

With hindsight it was obvious the shares were pitched at too low an offer price. But that was not so clear at the time the share offer was being prepared. Share prices generally were much lower and it was not easy to find a foreign bank to

take a significant stake. Foreign banks have been wary of putting capital into Polish banks until a London Club debt agreement was in place.

Probably the most important consequence of the Slaski affair is the thorough way the Polish Securities Commission mounted an investigation of the first day's trading, and the speed with which it then decided to close down the bank's brokerage department and ensure top management.

By this prompt action Mr Leslaw Paga, the tough, independent-minded chairman, raised the already high reputation for probity of the Commission. A reputation for transparency is probably the greatest long-term asset of the stock exchange, which is run by Mr Wieslaw Rozluccki, the president and chief executive officer.

But the Slaski affair also revealed the logistical difficulties facing the back-room activities of the new securities industry. Virtually overnight, brokers with little prior experience in an industry which did not exist three years ago, had to gear up to register and service more than 1m new shareholders.

Most of the buyers have no experience of share purchase and only the vaguest ideas of the true nature and worth of the companies behind the share certificates.

But this, too, is changing as the popularity of the stock exchange has spawned a growing volume of high-quality financial analysis.

Anthony Robinson

New issues in the pipeline

Poland's Securities Commission (PSC) is examining 10 prospectuses prior to a stock market listing. Three are new issues by listed companies, the rest are private and state companies going public. Three small private companies have won PSC approval for a public offer. They are: ■ Optimus, a computer producer from southern Poland with 38bn zlotys net profit on 1993 sales of 1,082bn zlotys; ■ Prochem, a Warsaw-based chemical plant design bureau with 17.2bn zlotys net profit on 165bn zlotys sales; ■ Domplast, which earned 27bn zlotys on sales of 224bn zlotys.

The three plan to raise a minimum of 474bn zlotys (\$21m), with Optimus alone accounting for \$15m.

Over the last quarter three quoted companies - BRE, Exbud and Elekt - raised 1,134bn zlotys (\$51m) through rights and new stock issues.

Swarzedz, the Poznan-based furniture company, and Bank IG are currently offering rights and new shares of 1,040bn zlotys.

The Privatisation Ministry intends to sell the Poliharb Wroclaw paints producer and the Jelfa, pharmaceuticals plant from Jelenia Gora in April through a public offer.

FOREIGN DEBT

Doors open to foreign credit

The agreement between Poland and its London Club creditors for a 42.5 per cent reduction and rescheduling over 30 years of its total \$13.8bn debt to foreign commercial banks re-opens the door to Polish commercial borrowing on international capital markets.

The deal signed in Frankfurt on March 11 is arguably the most important single economic and political event since former finance minister Leszek Balcerowicz inaugurated his shock therapy market reforms in January 1990.

That is certainly the view of Poland's plenipotentiary foreign debt negotiator, Mr Krzysztof Krowacki, who steered negotiations for the Polish side.

"The London Club agree-

ment means normalisation of financial relations. It will enable Poland to raise the finance needed to ensure continuing economic growth and to meet the hump in debt repayments ahead," he said. "Without such an agreement Poland would have been forced to renegotiate the Paris Club agreement (with official creditors) and that would have been suicidal. A window of opportunity opened up and we took it," he says.

Under the terms of the outline agreement the net present value loss to the banks of the write-off will be around 42.5 per cent. This is below the 50 per cent sought by Poland which was required by its 1991 Paris Club agreement with official creditors to seek a deal similar to the two-stage 50 per

cent write-down in Poland's \$33bn official debt.

The banks refused to be bound by the Paris Club terms, however, and argued that Poland, a potentially rich country with considerable natural resources, a skilled labour force and a fast-growing economy, could afford to pay more.

Poland will repay part of the \$9.3bn principal and \$3.8bn unpaid interest and a menu of instruments repayable over 30 years.

These include 45 per cent discounted bonds, on which interest will be repaid at market rates, par bonds with interest well below market rates and "new money" in the form of base debt bonds at below market interest, but repayable over five years.

Mr Krowacki expects the initial cost to Poland of the London Club agreement will be around \$1.3bn in 1994, of which \$500m will be provided by the World Bank and \$300m by the IMF, leaving \$500m to be financed from the reserves of the Polish National Bank.

Poland's total debt servicing charge, including London Club repayments, will probably exceed \$6bn annually by the end of the first decade of the new century, Mr Krowacki calculates. By then the gamble is that steady growth, partly fuelled by access to international capital markets, will have greatly increased Poland's GDP - and its capacity to finance a higher debt burden.

Anthony Robinson

Christopher Bobinski discusses the role of the Agro-Industrial Bank

Focus on food processing

The Agro-Industrial Bank is Poland's newest bank and Mr Dariusz Ledworowski, the former foreign trade minister who runs it, is confident about its future.

"We're starting after all the others, so we won't be repeating their mistakes and we have qualified staff. All our credit officers have at least three years' experience, and no more than five," he says. "That means none is influenced by socialist-style banking."

The bank has been helped by the toughness of the central bank's supervisory regime. "Slightly to our surprise they really came in and checked out the qualifications of our staff," Mr Ledworowski says. The bank opened in February and is capitalised at a modest 170bn zlotys (\$7.7m). Part of the capital comes from the funds earned from sales of European Community food aid in 1990, and part from the US Congress-funded Polish American Enterprise Fund which has 20 per cent of the equity. The EC-funded Counterpart Fund owns 46 per cent. Various farm-related state agencies are the remaining shareholders.

The shareholders reflect the bank's specialisation - the financing of medium-sized food processing businesses - rather

than farming itself. "The European Community, which had to give the go-ahead for aid funds to be put into the bank, liked that idea," Mr Ledworowski says. He hopes to lend 150bn zlotys by the end of this year.

Later, the bank intends to raise new capital, by bringing in private shareholders, and also to develop an investment banking arm to establish an equity fund for privatisations. Other specialised activities will include channelling EC aid for the financing of rural gasification and telephone projects and loans to managers who have leased former state farms. At present the new bank pro-

vides little competitive challenge to the huge Food Economy Bank (BGZ), which is closely linked to the ruling Peasants party and has received a capital injection of more than 3,000bn zlotys from the state. The BGZ was the main source of finance for the farming sector and the agricultural machinery industry in the past, along with a mass of mostly weak and undercapitalised rural co-operative banks.

But the new bank is targeting the most forward-looking parts of the country's developing agro business which offers the best opportunity for adding value to Poland's farm output.

PRIVATISATION

Smorgasbord of methods

After a seemingly endless gestation, Poland's new National Investment Funds, or NIFs, should see the light of day within weeks. "The first funds will be ready by the middle of the year and distribution of shares in the funds will take place around the end of the year," promises Wieslaw Kaczmarek, the privatisation minister, who is from the SLD side of the coalition government.

But a big logistical effort will be required to cope with the resulting explosion in share ownership. "When the NIFs are up and running, 9m Poles will have shares and maybe 1.5m will retain them. This means we will have to develop our capital markets and the supporting institutions. At present there are only 400,000 investors who have accounts with brokers and a further 350,000 waiting to open one. We will have big organisational problems unless we find innovative solutions like selling shares through the post office or insurance companies," the minister says.

The ministry is looking for assistance from abroad, especially from the EBRD which has indicated it would consider lending up to \$400m to help restructure companies involved in the scheme. More than 30 potential fund management groups, many of them joint venture partnerships between foreign merchant banks and financial institutions and their Polish equivalents, are competing for the privilege of managing a portfolio of 20-30 former state-controlled enterprises each.

The phrase mass privatisation is artificial. In fact it is a large restructuring programme covering about 10 per cent of Polish state companies," says Mr Kaczmarek of a scheme under which up to 800 of the formerly 8,000 state enterprises will be managed by NIFs on behalf of their ultimate owners, the 9m Poles who will be offered shares in the funds.

Mass privatisation is only one part of a smorgasbord of privatisation methods used in Poland. Most of the biggest firms have essentially been sold to foreign investors, but many economists and businessmen believe that the most effective privatisation has involved various forms of asset-stripping of state enterprises, of more or less transparent legality.

In this way many over-sized state companies have been effectively downgraded. In many cases the funds received, or part of them, have been used to help finance the restructuring of the enterprises' rump activities while the assets sold, including truck fleets, surplus warehousing or office capacity and selected workshops and equipment, have often been much more efficiently and profitably used by their new private owners.

To a substantial but largely unquantifiable degree the availability of cheap assets from state enterprises helped to compensate for the initial shortage of capital in the private sector and sidestep the difficulty and high cost of borrowing money from the banks. But the often unspoken and opaque process has inevitably brought charges of corruption and theft and engendered a degree of popular discontent with privatisation which surfaced at the last elections.

Mr Kaczmarek, a strong supporter of privatisation like other senior SLD members whose experience of running a bankrupt command economy converted them to the virtues of private enterprise, says that one of his priorities is to try and change the image of privatisation and depoliticise the subject by making the processes of privatisation more transparent.

His task has been made easier by the surge on the stock market which has given millions of Poles their first tangible evidence that a capitalist economy allows even the small man to benefit.

But all a functioning stock market offers the government a new, and transparent way of privatising state assets and acquiring funds for the state treasury without raising taxes.

"We did not realise how much capital was available in Poland until the booming stock market flushed it out," says Mr Kaczmarek. "But I fear that many politicians remain suspicious of and hostile to capital-



Wieslaw Kaczmarek: looking for assistance from abroad

ism and are capable of destroying this positive development," he adds. Many of them are backwoodsmen in his own party. But perhaps the most outspoken critic of privatisation and the new capitalist system is Bogdan Pek, the Peasant Party privatisation spokesman who is head of the parliamentary privatisation committee. Tension between the two men is a reflection of the seismic fault lines which underlie the coalition of former communist Social Democrats and suspicious farmers imbued with anti-capitalist notions derived from their religious faith.

The first test of privatisation through the stock market will come shortly with the initial public offer of shares in the Poliharb paint company which will simultaneously raise capital for the new company and provide the treasury. But Mr Kaczmarek is also thinking of selling some of the 20-30 per

cent shareholdings which the state retains in many privatised companies as a strategic move to help calm what many see as an overheated exchange by increasing the supply of shares.

But the way in which the surging stock market has helped to increase the attractiveness of privatisation to workers and managers, who get 10 per cent of the shares in their privatised enterprise free, and preferential terms for additional shares, is sometimes proving a double-edged weapon. "Workers and managers are sometimes tempted to try and lower the value of the enterprise before privatisation as this makes the shares cheaper," the minister worries.

The problem here is that the privatisation ministry is not in complete control of the privatisation process by any means. "The ministry can prepare projects but it is the ministry of industry which has control of 1,100 enterprises which are sellable and many other assets are owned by provincial and municipal bodies who often apply different standards and procedures, confusing foreign investors, especially as some of the local authority heads remain opposed to privatisation on principle," he adds.

It is partly to reduce that confusion that the State Agency for Foreign Investment (PAIZ) has been reinforced in recent months with the aim of providing potential foreign investors with a one-stop institution specifically designed to guide them round the bureaucratic maze.

Delay has been beneficial

Over the past four years, Poland has had five governments and five ministers of privatisation, although one of them, Janusz Lewandowski of the Free Market Liberal Democrats, held the job in two different governments.

Now the head of an economic think-tank in Gdansk, Mr Lewandowski, who privatised a rush of state companies in his last months as minister in the government of Mr Hanna Suchocka, is at liberty to compare the Polish experience with privatisation elsewhere. "Looking back, I think we should have taken more advantage of the first flush of romantic enthusiasm for the free market economy and privatised quickly like the Czechs," he says.

"But unfortunately we had nothing like the clear political leadership shown by Vaclav Klaus, who as finance minister then prime minister of the Czech Republic, has given a single-minded continuity to Czech economic reforms."

Instead, Poland had a series of weak coalition governments. "My main problems in the last government were the Christian

parties, who were suspicious of capitalism in general, and President Walesa who came up with his own scheme promising Poles that privatisation would make them all \$1,000 richer. That made us vulnerable to suspicion that we were selling off the supposed 'family jewels' of Polish industry to foreigners too cheaply or corruptly. The Czechs had stronger and more committed executive power - and a president, the former playwright Vaclav Havel, who did not meddle in economic policy," he adds.

What is more, neither Hungary nor former Czechoslovakia, nor indeed any other former communist state, had any equivalent to the powerful Solidarity movement and the tradition of worker power it represented. Privatisation in Poland has often been delayed and conditioned by the need to involve the workforce.

The Suchocka government's tripartite "Enterprise Pact", which was heavily influenced by the workerist views of Jacek Kuron, the former labour minister and long-time Solidarity and Worker Defence Movement (KOR) activist, spe-

cifically gave an important role to the unions and the management of state-owned enterprises.

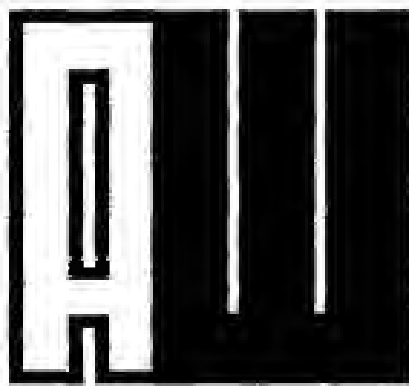
In spite of the obstacles, including the lengthy bureaucratic procedures, the attempt to twin privatisation with a broader industrial development strategy through complex sectoral studies, and the heavily politicised decision-making process, Mr Lewandowski underlines that privatisation has progressed a long way in four years.

"At an enterprise level Polish companies have adjusted much faster than the more chaotically privatised Czech companies. In the Czech Republic the managerial changes associated with private ownership are only beginning and the investment funds are run mainly by state-owned banks."

The statistics tend to back up the former minister's argument. Polish industrial production and GDP have been rising strongly for two years. The Czech Republic and, especially Hungary, are still on the verge of sustained growth.

Anthony Robinson

Looking for reliable partners in Poland?



ZAKŁADY AZOTOWE "WŁOCŁAWEK" S.A.

Poland's leading chemical plant

Four reasons to join us:

1. The largest and most competitive producer of PVC and PVC compounds, nitrogen fertilizers
2. Perfect location for supplying agriculture (central Poland)
3. Good conditions for growth
4. Main supplies delivered by the plants own pipelines

According to Mc Kinsey Co. studies

Zakłady Azotowe "Włocławek" S.A., 87-805 Włocławek, ul. Toruńska 222, tel. (48 54) 363 091, 362 551, fax (48 54) 369 786, dx 049 521

INFRASTRUCTURE



Polish Railways (PKP) set great store by their plans to speed up the journey time between Warsaw and Berlin by 85 minutes in 1997.

"It will be our visiting card," says an enthusiastic Alexander Janiszewski, the head of PKP, who is sorely constrained in his modernisation plans by running losses which have to be covered each year out of the railways' investment funds.

Seed money for the Ecu487m (\$535m) Warsaw-Berlin project has come from an ECU30m grant provided under the European Union's Phare (aid for

eastern Europe) programme. Further financing is to come from a European Investment Bank Ecu200m loan which needs only Polish government guarantees to be completed.

Talks are also advanced on an additional Ecu50m loan from the European Bank for Reconstruction and Development. Only the World Bank has doubts about the plan which by bringing travel time down to 5½ hours between the two city centres would reduce the rail journey to within striking distance of competing with flight time between War-

saw and Berlin.

"The World Bank thinks the project will divert resources from more pressing needs elsewhere on our system," Mr Janiszewski admits. But the PKP's overall plans involve contraction rather than expansion. PKP is cutting lines as economic changes of the past five years have brought a sharp fall in goods and passenger traffic. The railways now carry less than half the goods carried at their peak in 1980 when they moved 490m tonnes, compared with 214m tonnes last year, and carried 1.1bn passengers,

compared with 530m in 1993.

Rail management estimates that the country only needs half of its 24,000km network. Already 1,000km have been taken out of service since 1989 and another 4,000km are slated for closure. Mr Janiszewski is hoping to hand a further 3,000km to local governments.

The cut in traffic means that employees are having to be laid off in the face of resistance led by the Solidarity trade union. Over 80,000 jobs have been cut on the railways since 1989 leaving a total workforce of 252,000 at the end of last

year. A further 5,000 job losses are planned for this year. At the beginning of the 1990s the railways employed some 450,000 people.

The cuts are also affecting rolling stock purchases and have hit the great industrial suppliers - the Pafawag factory in Wrocław and the Cegielski works in Poznań.

Cegielski has been especially vociferous in demanding that PKP buy its Z-2 standard passenger cars which are not suited to the high-speed line planned between Berlin and Warsaw.

The protests have, however, produced a deal with ABB Wagon Union in Berlin under which Cegielski will co-operate in producing the first 50 modern cars worth DM130m (\$74m) and will also be handed the technology to produce subsequent orders. Hermes, the German export credits agency, is financing the deal which is backed by guarantees from Bank Handlowy and the finance ministry.

Meanwhile, the factory has won a breathing space as PKP is buying 33 of the older standard cars Cegielski makes to

replace some of its 8,000 or so existing stock at prices set at below production cost. Pafawag in Wrocław can only hope for orders from PKP to the extent of between 10 and five electric locomotives a year as replacements for the 2,300 in service.

The privatisation ministry thinks that is enough to secure the future of the factory which has just been put up for sale. Several leading western companies, including Siemens, GEC Alsthom and ABB Henschel, have indicated an interest in Pafawag which produced

eight electric locomotives last year. But Mr Janiszewski's priority is maintaining the level of the state budget subsidy, set at 6,500bn zlotys for 1994.

Last year the subsidy amounted to 6,800bn zlotys which, with costs reaching 53,000bn zlotys and revenues of 44,000bn zlotys, still left a 2,300bn zlotys deficit. Rail subsidies, he notes, are higher abroad and were they to be further reduced then passenger services provided by PKP would have to suffer.

Christopher Bobinski

ROADS

Dream motorways take shape

Poland, a flat country at the centre of Europe, is a road builder's dream. As traffic density builds up and the importance of transit traffic grows, an ambitious toll motorway building programme costing over \$6bn and stretching until 2007 is taking shape.

Mr Bogusław Liberadzki, the transport minister, argues that the financial burden of the programme cannot be carried by the state. Nor should the state operate the 2,600km of the north-south and east-west motorways he wants built over the next 15 years.

"I don't believe that a state-owned enterprise will do this in the most efficient and profitable way possible," he emphasises.

"Nor do I think that the state should take on new debt burdens to finance the programme - it has enough on its plate as it is," he adds referring to Poland's heavy existing foreign debt.

His words would not raise eyebrows if coming from a minister in Poland's previous free-market liberal government.

But Mr Liberadzki is a member of the centre-left government elected in last autumn and his words reflect the mar-

ket-orientated pragmatism of the new generation of social democratic politicians even though their origins trace back to the communist years.

In another break with the past, Mr Liberadzki is also determined that the new Motorway Agency, which will oversee the road building programme and operate the routes, will "above all be staffed by qualified financiers and lawyers rather than by engineers".

The state will oversee the new agency, and be responsible for procuring the land required. Land purchase alone is expected to cost 1,500bn zlotys a year for the next two decades, and amount to around 15 per cent of the cost of the entire programme.

The agency will also be responsible for ensuring that the motorways, once operational, are kept in good repair. But the engineers will be "on tap, not on top" as they were in the socialist period.

Mr Stefan Kirk, of Morgan Grenfell which helped finance Hungary's M1 motorway linking Budapest with the Austrian frontier, underlines that "expert advice is of particular importance in view of the financial complexity of these

projects".

Each new road will need "reliable and adequate traffic projections" before proceeding, he adds.

Mr Liberadzki agrees that Poland needs in-depth market studies to analyse the surroundings of the routes up to 50km on either side and to look for ways of channelling maximum traffic on to the tollways. He still has time for the studies as the draft law governing the road building and operating programme is still at the consultation stage between government departments. It is expected to be approved by parliament later this year.

Only then will the main routes be put out to tender by the Motorway Agency to consortia capable of offering construction, capacity financing and operating ability. Mr Liberadzki says \$500m should suffice to build between 150km and 170km of motorway in the first stage of the 138,000bn zloty (\$6.2bn) programme.

The focus at present is concentrated on raising private funding. There is little sign of more substantial funds coming from the European Union, in spite of grandiose plans for trans-European networks, including a Berlin to Moscow

road link, unveiled last December by Mr Jacques Delors.

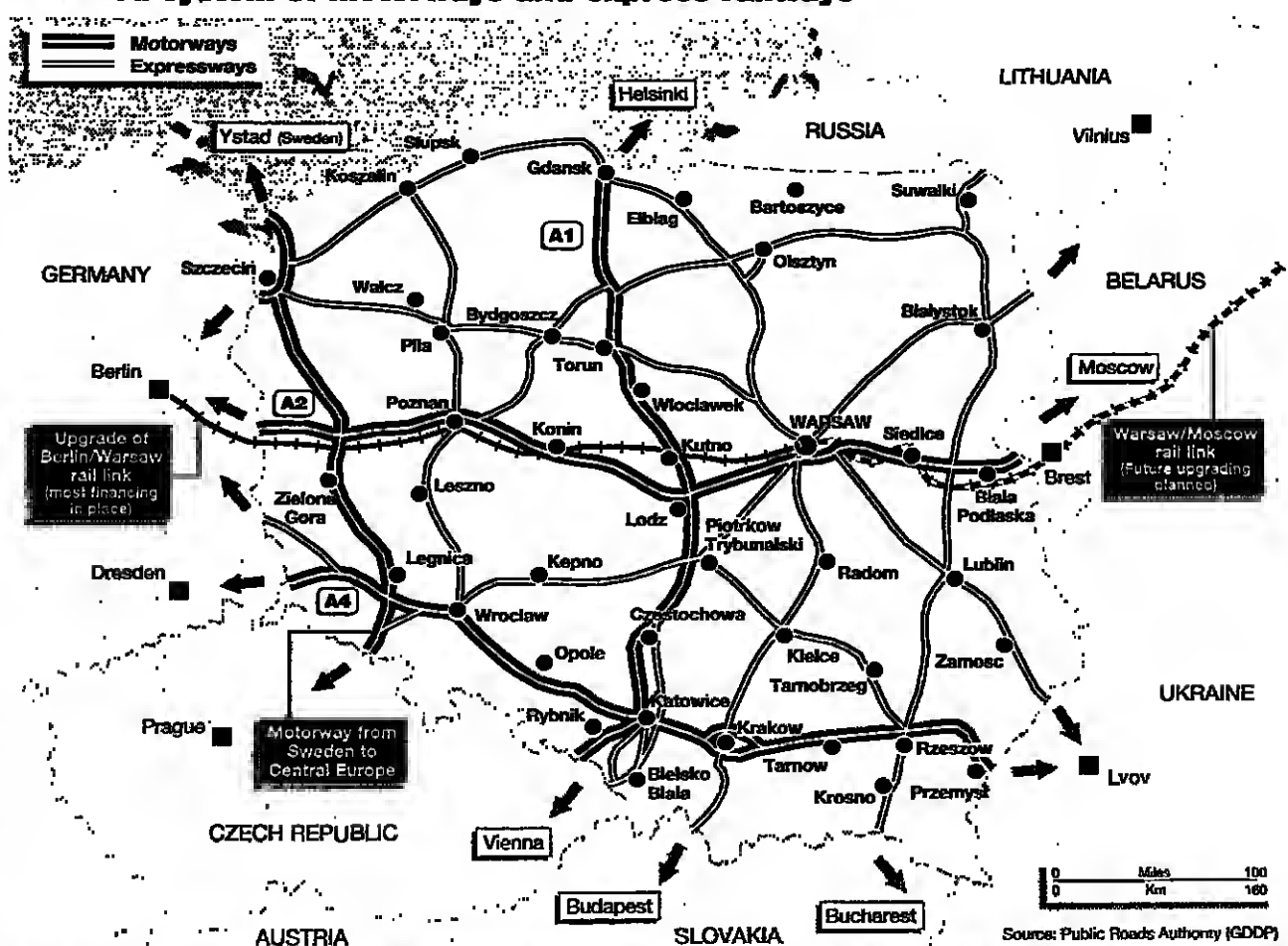
The four main routes planned include the 626km east-west motorway linking Terespol on the eastern frontier to Warsaw and on across the western border to Berlin, and the 502km link between Gdansk on the Baltic with the southern border. Another 482 km east-west link is planned in the south between Modyka and Germany.

The most controversial project is a 365km motorway which would link Scandinavia via the port of Szczecin to the Czech frontier and on to southern Europe. The latter roadway was added to the programme last December.

The previous government's programme, accepted in the summer, only contained the first three routes. But Scandinavian interest in acquiring fast access to central and southern Europe through Poland is high and traffic in the western territories is growing fast. At the same time a new high capacity road would help to relieve the pressure on the German autobahns on the other side of the Oder-Neisse rivers which mark the border.

Christopher Bobinski

Planned system of motorways and express railways



New highways and upgraded railways could lead to big contracts. They also underline Poland's strategic east-west role and strengthen its presence in the fast-growing Baltic region.

PROPERTY

Red tape slows pace

On one Warsaw corner, a building pockmarked by bullets fired during the second world war is falling down. On the next corner, a brand new set of offices, built with the money of foreign investors, is already in operation. Slums stand beside prosperous shops, unfurnished office blocks dot the landscape. But the confusion is only the outward manifestation of a property market that is growing very quickly, but not always consistently.

In fact, the Polish property market presents something of a paradox. On the one hand, Poland faces urgent shortages of all kinds of housing and commercial property. As in the past, young Polish couples live with their parents due to the absence of cheap housing. At the other end of the market Sprint, the American telecommunications company, recently asked Peter Choykowski, the chairman of Prime Property Inc. to find 50 large houses, built to American standards, for its employees. "We've found 12," he said, "and we look for more every day." Rents are upwards of \$2,500 a month; the asking price of one new, four-bedroom house in one of the better Warsaw

neighbourhoods is \$450,000.

At the same time, however, property prices at all but the very highest level of the market - a tiny handful of new office buildings in Warsaw and a few large, well-located houses - are relatively low compared to other prices, and have, in fact, dropped since the collapse of the communist regime. A high quality, 100 square metre flat in central Warsaw can sell for as little as \$50,000, and smaller flats in new apartment blocks change hands for \$10,000. This is partly because recession and rapid economic changes have forced many more properties on to a market which was artificially small in the past. Low prices are also connected to several bottlenecks which are peculiar to Poland's transitional economy.

It is still legally impossible to evict anyone from his "primary residence" and for this reason banks are wary of granting mortgages. Until the law, which is due to change, is altered, most housing property will be purchased with cash. "Because they can't take out loans, people right now prefer to rent than to buy," said Ryszard Strzelczyk, the chairman of the Strzelczyk Corpora-

tion estate agency.

As in the past, over-regulation and the slow pace of bureaucracy also continue to affect the market. To buy land or buildings, foreigners are still required to obtain clearance from the interior ministry. While few purchasers are turned down, the procedure can add months to a transaction. Land sales are further hampered - by confusion over plans to carry out "re-privatisation", which would allow some owners whose property was confiscated by the communist government to reclaim it. Although much discussed, the law on re-privatisation has yet to pass, and until it does - or decisively does not - many transactions will remain on hold.

The other important bottleneck is the difficulty of obtaining finance - a problem which Chris Grzesik of Price Waterhouse called a "chicken-and-egg situation". Most Polish banks will not lend money to developers, he said, until they have at least 30 per cent of their space pre-let. Yet, most Polish companies, wary of

Continued on page 6

How to find the right partner in an unknown market - without wasting time and taking a risk:

ELEKTRIM is today Poland's biggest private company, with an annual turnover equal to \$800 million and a listing on the Polish Stock Exchange.

We are at your disposal with:

- Almost half a century of international business experience in power generation, the electrical and telecommunications industry and turnkey contracting.
- Our close contacts to established manufacturing and trading companies, banks and Government agencies.
- Our extensive sales and distribution network, with excellent business links to Eastern Europe and the former Soviet republics.

As well as its own operations as a full-service construction and assembly company, ELEKTRIM provides financial and legal support for development projects in Poland.

ELEKTRIM welcomes co-operation and joint ventures with foreign partners.

If you want to do business with Eastern Europe, come to us. We would be delighted to hear from you.

Elektrim

Our address:
ELEKTRIM S.A.
Chalubinskiego 8
00-950 Warsaw, Poland

tel: (48-22) 30-04-08
fax: (48-22) 30-08-41/42
komertel/fax: 39120227
telex: 814351 pl

A development by Trust Inwestycja Sp. z O.O.

WIŚNIOWY AIRPORT BUSINESS PARK WARSAW

A new office development of 35,000 m² to be built in a landscaped setting on the main highway from the Airport to the City Centre

PHASE 1

- Single user buildings from 750m² ideal for Corporate Headquarters
- Competitive Rentals and Flexible Lease Terms
- Abundant Car Parking
- Also available in individual floors of 300m²

For further information and brochure please contact Jas Lozinski

LONDON +44 71 485 8411 HENRY BUTCHER POLAND 00-686 Warszawa, ul. Borbary No 1, 00-628 3075
Brownlow House 50/51 High Holborn 00-625 7034
London WC1V 6EG, England Poland

POLAND 6

TELECOMMUNICATIONS

Doubling connections

Successive Polish governments since 1989 have recognised that improving the country's telecommunications system is central to the chances of attracting foreign investment and economic growth.

To pay for a better service in future telephone charges have been forced upwards, giving Telekomunikacja Polska (TP SA), the state-owned operator, a 70 per cent profit margin from which to finance development and supplement World Bank loans and supplier credits.

The present centre-left government appears set on continuing this policy with Mr Andrzej Zieliński, the new telecommunications minister, confirming his predecessor's aim to have 10m lines installed by the end of the century, double the present figure. Mr Jerzy Słopczyński, TP SA's investment manager, recognises that even if his company were to slow its investment efforts private operators would step in to fill the gap. "The rapid growth of the past few years has got people used to the idea that telephones are accessible and they will go elsewhere if we don't provide them," he says.

Already some 70 licences have been issued to mainly

small local private projects which have yet to become operational. But RP Telekom, a company working with Sprint of the US, is forging ahead on plans to provide a private service in Pila and in Katowice in the first significant challenge to the state-owned operator.

Meanwhile, TP SA plans to invest \$800m this year on the installation of 680,000 lines and around the same number is planned for 1995.

The aim is to have 10m lines installed by the end of the century, double the present number of connections

Recent capital investment has already improved international connections significantly and by the end of this year the inter-city network, the country's present communications nightmare, should be two-thirds complete.

Previous governments consciously chose a policy of restricting the number of equipment suppliers to three - AT&T from the US and Alcatel and Siemens from Europe. These were then forced not

only to buy ailing Polish telecommunications equipment plants but also to produce half of the equipment to be supplied to TP SA locally.

Mr Stanisław Szuder, the head of AT&T Telfa which has an agreement to supply the Gdansk district with 230,000 lines, says he is happy with the arrangement and confident the deal will go ahead. Private financing from abroad for the project worth \$150m still has to be agreed with TP SA however in a deal which is expected to be closed in the autumn.

For the rest, TP SA is preparing a three-year plan to run till 1997 giving suppliers an idea of what its short-term needs are. Meanwhile, Centertel, a mobile phone operator jointly owned by TP SA, Ameritech of the US and France Telekom, is pressing ahead with installing its NMT phone system and already has around 11,000 subscribers. It will face a formidable challenge, though, when the government decides to go ahead with a tender for a more modern GSM network which operates on 450 mhz, will be compatible with other European networks.

Christopher Bobinski



On the line: telephone charges have been forced upwards

POLIMEX-CEKOP

WITH NEARLY 50 YEARS OF WORLDWIDE EXPERIENCE YOU CAN RELY UPON US FOR YOUR FUTURE INTERNATIONAL AND POLISH PROJECTS

Polimex-Cekop has completed over 650 turn-key projects all over the world and in particular for:

- Food processing and sugar industries
- Chemical and petrochemical industries
- Building materials industry
- Wood processing industry
- Environmental protection and water management

We provide a full range of engineering services: know-how, design supplies, operation and maintenance included.

We also specialize in:

- establishment of joint ventures in Poland and abroad
- introduction of foreign companies into the Polish market
- barter transactions
- international procurement and financial assistance
- marketing expertise

Polimex-Cekop is also an importer of capital goods. Over 100 key industrial plants in Poland have been equipped with machinery and technologies supplied by Polimex-Cekop.

Our years of experience have enabled us to establish a network of our own representatives in Europe, Asia and Africa. We have been involved in a number of joint venture companies within the European Union and we work with leading companies throughout the world.

PLEASE CONTACT US TO TRY OUR EXPERTISE, KNOW-HOW AND EFFICIENCY.

Our address:

POLIMEX-CEKOP

7/9 Czackiego Street, P.O. Box 815, 00-950 Warszawa - Poland
Tel. 48 22 6237101-111 or 48 22 267314
Tlx. 814271; Fax. 48 22 260493

Our partnership company in the U.K.

POLIBUR ENGINEERING LTD.

Readon House, 2A Gately Road
Cheddle, Cheshire SK8 1PY
Tlx. 666378 polbur g.
Fax: 0044 614916743
Tel: 0044 614916776

Red tape slows down pace

Continued from page 4

plans which often fell through in the past, will not sign a lease until a project is well under way.

For those who can overcome bureaucratic obstacles, several trends are clear. Because very high quality office space is virtually unavailable in Warsaw, rents in the centre of the city are high. One Polish-American joint venture, the Warsaw Corporate Centre, has rented out 90 per cent of its office space at \$50 a square metre since its completion in 1993. Most other projects with foreign funding are in the planning stages, mostly slowed by financing problems. Those which are further along include a joint venture between Skanska, the Swedish developers, and the local authority, which is designed to create 80,000 square metres of office space in central Warsaw.

The development of Warsaw's suburbs is also just beginning. Standard flats in tower blocks are still being sold and purchased - they constitute, after all, the bulk of the market - but the acquisition of a *domowa*, a piece of land on which to build a house, is what most Polish families are now saving for. Some are now buying land which is not yet approved for residential use. Several foreign companies have started development projects, often using identical housing "kits" imported from abroad, although none has suc-

ceeded yet on a large scale. Already, in relatively close suburbs such as Wilanow and Anin, more carefully designed family houses are being built with the expectation that they will be worth several hundred thousand dollars.

The bottleneck holding up suburban development is the absence of good roads and public transportation. This is true of all principal Polish cities, but Warsaw in particular. Many would-be suburban settlements in the more distant satellite villages also lack proper sewage, water and electricity installations.

Perhaps the best sign of the increasing interest in property is the financial health, and increasing sophistication, of Warsaw's estate agents. Once famous for being little more than individual brokers who took their clients round the city on public buses, the big agencies now have catalogues, computers, and advertising campaigns.

The Dragowski Agency, the largest in Warsaw, has an annual turnover of nearly \$15m and is before the boom which Lech Dragowski, the company's chairman, believes is coming within the next year or two. "It is senseless for Poles to invest in property while the stock market is still rising 20 per cent every month," he said. "But when that ends, we may be one of the beneficiaries."

Anne Applebaum
Foreign Editor, The Spectator

SOCIAL PROBLEMS

HEALTH

Prescription for discontent

A recent visit to the Dr J. Bizziela Hospital in the western city of Bydgoszcz found the hospital's economic director, Leszek Kowalik, on the telephone arguing about the proposed purchase of a new piece of diagnostic equipment. "Professor," he shouted down the line, "we have negotiated with everyone, now we are negotiating with some Italians who might sell more cheaply, but it won't be ready just yet, I am sorry."

A recent visit to the Polish ministry of health in Warsaw, on the other hand, found the new health minister, Ryszard Zochowski, staying late in his office, unable to go home for the evening due to ongoing negotiations with the health service unions. These unions, he said, did not understand that the ministry could not increase their pay. "Our budget was allotted to us by the former government of Prime Minister Hanna Suchocka, and it is not sufficient. Next year," he concluded, "I am sure it will be different."

The similarity between the concerns of Mr Kowalik and Mr Zochowski is not accidental. Caught between demands for modern medical supplies and demands for higher salaries, the bureaucrats and politicians who run the Polish health system find themselves, these days, almost constantly negotiating for more money.

In recent months, the negotiations have taken on a new urgency. Cuts in public sector funding, including the virtual freezing of salaries for Poland's 735,000 health service workers, helped create public dissatisfaction with the Solidarity-affiliated governments which ran Poland for four years.

The present government, composed of parties affiliated to the former communist party, promised to improve public sector funding. Now, Minister Zochowski faces a high level of political pressure: he must placate an electorate which is demanding better service and a group of trade unions demanding higher pay, while at the same time operating a health system which spends only \$75 per capita, a figure well below western European levels of \$1,200 to \$2,000 per capita.

Few believe that there can be much improvement in either service or salaries if the health care financing system remains unchanged. At present, all health care - including hospitals, clinics, and medical training - is ultimately financed out of the central budget, although local governments do help distribute some of the money.

Given the stringency of Poland's recent budgets, it is hardly surprising that this system of central budget funding leaves hospitals in a Catch-22

position. On the one hand, as Mr Kowalik pointed out, the Bizziela hospital receives only enough money from the state budget to pay its operating costs, 70 per cent of which consists of salaries, to make really large savings.

Incappable either of investment or of real savings, the hospital has slid slowly into debt, and saves money by skimping on essentials. A mere 18,000 zlotys, about \$0.81, is spent on feeding each patient

knowing that this was a bribe rather than an obligatory contribution, he wrote to the hospital's director, to ask for a reduction. Bribery can also take the form of gifts to nurses, who earn on average 2.4m zlotys, a month.

Although reforms of health finance have been much discussed, the governments of the past four years have so far achieved very little. Like his predecessors, Minister Zochowski favours a mixed system - one which, in other words, would ask people to continue paying for part of their health care, but in a more regulated manner.

The ministry is proposing to let the central government fund health education and big central investments, while at the same time creating a national insurance system to finance both family doctors and hospitals.

Although the project is not beyond the planning stages - it is not clear, for example, whether the insurance system will be wholly state-run or partly private - he said he hoped to begin putting such a system in place by the end of the year. The health service unions say they support the switch to a partially paid system. According to Mr Zochowski, they are now complaining that the changes should be brought about faster.

But there are also fears that doctors and nurses will not support such changes in practice. "We know that about half the doctors in this hospital support some form of privatisation in the health system," said the director of internal medicine at Bizziela Hospital. "We know that half are against. Obviously, they are against because they make profits within this system, and prefer not to face more competition."

Anne Applebaum

BANK DEPOZYTOWO - KREDYTOWY w LUBLINIE SA

The Deposit and Credit Bank of Lublin (BDK SA) was founded by Polish National Bank in February 1989. BDK SA is one of the largest commercial banks in Poland. The Head Office of this bank is located in Lublin and its operating area covers the south-eastern region of Poland. BDK SA stays close to its customers, offering them a wide range of services, such as:

- ☐ Bank accounts in zloty and convertible currencies
- ☐ Clearing services
- ☐ Loans and credits
- ☐ Current accounts and term deposits for companies and individual persons
- ☐ Cheques and bill operations
- ☐ Bank warranties and guarantees

Correspondent banks of BDK SA are mainly in Europe, North America and Japan. Having opened 1,000 accounts of Ukrainians, Russians and Moldavians banks, BDK SA offers unique opportunities for everyone doing business in Eastern and Western Europe.

BDK SA Foreign Exchange and Operations Bureau, Krakowska Przemysłowa 82 Street 20-828 Lublin, Poland. Phone: 201-71, Fax: 233-16, Swift Code: DEKR PL PL.

IBP
Build your future with IBP

Established on 21st June 1991 and incorporated on 23rd September 1991 it is one of the first banks with international capital headquartered in Poland. For registered share capital amounting to USD 20,000,000 makes IBP the top-ranked banking institution in the form of a joint-venture in the country.

The shareholders of IBP are internationally known and recognized banking and financial organizations:

- ABN-AMRO Bank, Amsterdam
- Banca Commerciale Italiana, Milan
- Credit Lyonnais, Paris
- International Finance Corporation, Washington
- Bank Rozwoju Ekspozycji, Warsaw
- Włocławski Bank Kredytowy, Poznań.

The International Bank in Poland Inc. has been granted a licence to conduct all banking activities as a financial commercial bank.

In particular the following services will be provided:

- local payments,
- international payments,
- documentary credits,
- trade finance,
- granting credits and loans,
- granting and accepting guarantees,
- foreign exchange and money market operations,
- corporate finance,
- other banking services to support economic, financial and commercial cooperation between Polish and foreign companies.

INTERNATIONAL BANK IN POLAND INC., PLAC BANKOWY 3, 15th FLOOR, 00-095 WARSZAWA
Phone: (+48-22) 627-23-80 or 627-23-81, Fax: (+48-22) 625-43-00, Tlx 824291, 824292
Komercyjny Phone: (+48) 26121855, Komercyjny Fax: (+48) 26121863

COMPREHENSIVE INSURANCE and FINANCIAL SERVICES in POLAND from "HERCULES" GRUPA DORADCÓW MAJĄTKOWYCH
40-067 POZNAŃ ul. BATAJOWSKA 18A
tel. 061-61-55171 ext 221 061-61-766777 fax 061-61-521721

We are finance and insurance consultants and represent Commercial Union Life Ass. Soc. Poland (a v. with WKB Włocławski Bank Kredytowy) and FTUJ "HERCULES" Ass. Re. Soc. (major shareholders are Polish banks). Further groups interest lie in real estate and mortgage market (just emerging in Poland). We are represented in all major cities in Poland. The "HERCULES" GROUP was founded by Hercules Consultants Ltd., who was a financial consultant with Legal and General Plc. and Barminey A.G. of Germany, both well established in world finance sector. We offer our expert advice in area of personal and corporate insurance both to Polish and foreign companies. We are unique in our approach to financial services in Poland, hence we offer comprehensive advice from one hand, no need for shopping around.

You Earn More Every Day

In five years of operation on the Polish insurance market we have acquired valuable experience which allows us to offer a wide range of personal and property insurance. The results of our efforts last year - over 450 thousand contracts concluded and 27 million USD in premiums collected - place us in the top third of all insurance companies in Poland.

The members of our staff - experts in traditional insurance coverage - are capable of identifying the unique needs of our clients and are willing to assume those risks with new types of insurance previously unknown in Poland. Among the types of coverage we offer are electronic equipment and data insurance, contractors' and erection all risks, personal liability insurance for architects and designers, cargo insurance and personal liability insurance for freight carriers.

A prudent strategy of risk acceptance, together with the priority we give to reinsurance concerns on the international market and our responsible investment of capital, guarantee coverage of clients losses. Our success would not have been possible without the trust bestowed upon us by our clients and partners. We give them our thanks and appreciation.



INSURANCE & REINSURANCE Co. Ltd.
Contact us if we can ever assist you.
00-950 Warszawa P.O. Box 369
tel. 212121 48 60 fax 212123 24 98

BANK BPH

Is one of Poland's largest financial institutions.
Is a commercial bank with a universal character.

Is guaranteed by the State Treasury.

Operates through more than 80 branches and subsidiaries in 19 voivodships.

Through the S.W.I.F.T. system cooperates with banks worldwide.

OFFERS A WIDE RANGE OF SERVICES, e.g.

- Settlements for both domestic and international businesses
- Maintains current accounts and term deposits
- Provides guarantees for home and international transactions
- Consulting:
- Privatisation - related advisory services
- Economic, financial and legal analyses
- Managing new securities issues
- Renders services on primary and secondary securities markets
- International Desk - trade mediation
- Acts as intermediary for granting loans from the World Bank and Polish-American Enterprise Fund

For further information contact the Head Office of the Bank at the address: ul. Na Złotej 11, 30-527 Kraków, POLAND
tel. +48 12 223 333, 187 888
fax: +48 12 216 514, 187 863
tlx: 326426 BPH PL
REUTERS PRNH, S.W.I.F.T. BPHK PL PL

BANK BPH
BANK PRZEMYSŁOWO-HANDLOWY SA

POLAND 7

■ EDUCATION

Unions fail to learn their lessons

In the 1970s, all Polish schoolchildren were required to memorise a poem, in Russian, about the portrait of Lenin which hung from their classroom walls: "When the sun rises and looks into our classroom, it lights up brightly a painting on the wall: like a word of greeting for a good day, Vladimir Ilyich, as if alive, is looking at me."

These days, Polish children no longer learn such rhymes. The textbooks are different, the lectures in atheism have been replaced by catechism, references to Marx and Engels have been eliminated from lessons. But while Lenin may have disappeared from the classroom walls, the structure of the Polish educational system itself remains essentially unchanged.

Politics determined the shape of the system in the past, and politics continue to shape the reform of the system even now. The Polish parliament contains fewer than a dozen teachers, most of whom are members of the ZNP, the former communist Polish Teachers' Union. Together with workers from the health services, whose salaries also come out of the central budget, teachers form the largest pressure group in parliament.

On the ground, teachers also represent a large source of votes for the former communists and communist allies who now lead Poland's ruling coalition. For four years, however, the teachers' unions have also been in the forefront of resistance to change, economic and otherwise.

Not that anyone outside the teaching profession doubts the need for educational reform. A World Bank report on Polish education, published in June 1993, found irrelevant vocational programmes, serious shortages of foreign language teachers and a lack of technical and computer literacy. It concluded that "failure to increase [secondary education's] relevance and to improve its cost-effectiveness... will constrain the capacity of enterprises and individuals to adjust to their new economic environment."



Warsaw University: classes are notoriously overcrowded and academic pay is very low

Expenditure on education is declining in Poland, from 4.6 per cent of GDP in 1990, to 3.1 per cent in 1992, well below the average of about 5 per cent of GDP spent in most west European countries. Yet reduction of financing has not been accompanied by better management. Polish schools have run up high debts, and although theoretically free, often require parental funding to stay afloat. This is true not only of the 600 or so new private and non-profit schools which have appeared since 1989, but of most ordinary primary and secondary schools as well.

Teachers themselves are a particular problem. About 10 per cent of Polish teachers do not have a university education, while others teach subjects (most notably the Russian language) which are no longer required. The ministry of education estimates that at least

half are under-qualified and in some subjects - chemistry, for example - the figure is closer to 75 per cent. Yet university classes are notoriously overcrowded, and academic pay is so low that Andrzej Siemaszko, a professor of sociology at Warsaw University, believes that within a few years, universities may find it impossible to employ anyone. Mr Siemaszko, who supplements his own salary by playing the new stock market in Warsaw, said that "no professors here can afford to work for the university alone."

Polish primary and secondary school teachers work unusually short hours (on average, 18 hours a week) but are paid to match: last year, the average secondary school teacher earned a monthly salary of 3.7m zlotys (\$170). To solve this problem, the former government of Prime Minister Hanna Suchocka published a

reform programme in 1993 which called for teachers to obtain higher qualifications, to work 40 hours a week, and to receive higher pay as well.

That proposal was heavily criticised by the ZNP, which believed, probably rightly, that such a change would make many teachers redundant. Asked recently whether the union would agree to longer hours and higher standards, Jan Zachara, the chairman of the ZNP, replied that the union would not, because "that would be a revolution. Besides, law cannot work retroactively." By that, he meant that those teachers who are now irrelevant or under-qualified should not be threatened with the loss of their jobs.

The union has also opposed attempts to decentralise education - to hand responsibility for financing over to local government, for example - on the grounds that such a change

would weaken the strength of the union. About a quarter of schools are financed by *gminy* (local governments); during a nationwide teachers' strike last May, only teachers from centrally-funded schools stayed away, while teachers in locally-funded schools refused to join.

While it has not, so far, bowed to the demands of its electorate in other spheres, the government appears prepared to do so in the field of education. Aleksander Luczak, the new minister of education, has not openly reversed the Suchocka government programme, but sources in the ministry say that he does not intend to fight the ZNP. Already, about 10 per cent of the ministry employees hired by past Solidarity governments have been made redundant, including at least one of the authors of the Suchocka government programme.

Anne Applebaum

■ LABOUR AND SOCIAL POLICY

Easing the pain of reform

South Africa's finance minister Derek Keys likes to describe himself as "the minister of the bloody obvious". His main job is to explain the limits and the economic costs of demands from newly-enfranchised Blacks for social and economic reforms.

Mr Leszek Miller, the former communist apparatchik who now finds himself in a similar hot seat as Poland's minister for labour and social affairs, sees his role as "the minister for keeping the pain of economic transformation within tolerable limits".

The South African has a snappier one-liner, but the two men are clearly tackling the same problem, albeit from opposing angles. The problem is how to persuade enough people to accept only minimal improvements in their immediate living standards to allow reforms and investment the time needed to deliver the higher employment, better pay and improved services voters really want now.

Mr Miller is lucky on two counts. Although the reversal of political fortunes has put the 2m-strong Solidarity Union, with its tradition of militant anti-communism, back in opposition to the government, the union is weak in the fast-growing private sector where much of the new wealth and most of Poland's new jobs are being created. Its old power base in the mines, railways, shipyards and big factories has been eroded by unemployment, and faces further reduction with the onward march of privatisation.

Second, Mr Miller has an ally in Mrs Ewa Spychalska, the former Solidarity unionist who switched to become the leader of the rival OPZZ union, which was built up by the communists in the 1980s to counter the power and influence of the then 10m-strong Solidarity anti-communist alliance of workers, intellectuals and the Catholic church.

The OPZZ has more than 70 deputies in the new parliament, making it the second largest faction in the governing SLD party after the Social Democrats led by Alexander Kwasniewski. Mrs Spychalska is one of the most influential

deputies. Her view is that "the bulk of Polish society decided in favour of systemic change in 1989 and the unions were part of that decision. As for capitalism, it has many forms and we look at developed capitalist systems with interest and hope".

Mr Miller conveys the same sentiments, but in a different way. "Experience has shown that the famous debate between the revolutionary Lenin and the evolutionary Kautski has been settled in favour of the latter," he says bluntly.

He is anxious to dispel any suspicion that the election led in any way to a restoration of the old system, although a fair proportion of the backbench MPs elected on the SLD ticket and many of their voters, still hanker for the good old days when security was absolute, mediocrity was a virtue and laziness came with the job.

But his roots in working class Lodz, a depressed textile town making valiant efforts to revitalise itself, give Mr Miller a shrewd idea of what the voters who put the left back into power will stand. "If Poles feel that the cost of transformation is too high, or too unfair, society will reject market reforms. So it is up to us to protect the continuation of market reforms by making sure that these costs are bearable."

As for fairness, Mr Miller backed down from his controversial proposal to fund higher social spending by imposing a small tax on share transactions in deference to the wider government objective of earning much greater revenue, by selling off state shareholdings through the stock exchange at



Ewa Spychalska: one of the most influential deputies

the highest possible price. That's pragmatism. But the share tax idea is likely to return, as is another of Mr Miller's ideas - that any above budget revenue arising from faster economic growth should at least be partly allocated to higher spending on health, education and pensions and targeted on the poorest and most helpless parts of society. At the same time, however, Mr Miller also supports plans, inherited largely from the previous Solidarity governments, for structural reforms which involve the creation of self-financing, contributory national insurance and national health systems which will take the strain off future budgets.

"Great social reforms are ahead of us in the benefit system, including health and social security. Every reform will hurt somebody's interest and we certainly don't expect any standing ovations. The paradox of Poland is that it is a leftist government which now has to take on such tasks," he sighs.

Anthony Robinson



Unemployed unionists demonstrate outside parliament

Anthony Robinson



BANK POLSKA KASA OPIEKI SA



TOGETHER WE SUCCEED

We can smooth your entry into the most promising of the emerging markets in Europe.

Bank Polska Kasa Opieki SA is the most internationally oriented, full service commercial bank in Poland.

We specialize in trade and project financing.

We are also the biggest dealer in treasury bonds and the leading broker, accounting for 21% of all transactions, on the Warsaw Stock Exchange.

Our branches are located in New York, Paris, Tel Aviv, Warsaw and 80 other cities all over Poland.

Head Office

Grzybowska 53/57, 00-950 Warszawa
P.O. Box 1008, fax /48-2/ 656 00 04, tel. /48-2/ 656 00 00, swift code PKOP PL PW

Central Brokerage Office

Nowy Swiat 6/12, 00-920 Warszawa
fax /48-2/ 621 12 18, tel. /48-2/ 621 11 23

Branch Offices

470 Park Avenue South, New York, N.Y. 10016
fax /1-212/ 213 29 71, tel. /1-212/ 251 12 00

23 rue Talbot, 75009 Paris
fax /33-1/ 42 47 15 38, tel. /33-1/ 48 01 34 34

95 Allenby Road, Tel Aviv
fax /972-3/ 29 58 40, tel. /972-3/ 29 19 16

it will pay to invest in Poland



The POLISH DEVELOPMENT BANK
is your key to the free market potential of Poland.

The PDB's aim is to foster private business,
whether locally or foreign-owned, through:

- Local and foreign currency loans to private firms, including start-ups;
- Modern credit techniques such as project finance;
- Equity stakes, long or short term, and
- Stockbroking and investment advice.

The PDB is Poland's strongest-capitalized commercial-cum-investment bank.

While majority Government-owned, it is wholly independent
and has minority shareholders from France (Crédit National),
Italy (IMI), Austria (Investkredit), and Germany (DEG).

It is a major distributor of World Bank
and European Investment Bank loans for new fixed assets.



POLSKI BANK ROZWOJU S.A.
POLISH DEVELOPMENT BANK

Polish Development Bank S.A. 00-680 Warsaw, ul. Żurawia 47/49, Poland
Satellite phone and fax (48) 39120828, conventional phone (48-2) 6300402,
fax (48-2) 6300403, tlx 812698 pbrsa pl

POLAND 8

MEDIA



By a quirk of politics and history, newspaper publishing has become the most fully privatised Polish industry. Newspaper publishing, not steel or glass or cement, is an industry where all the principal companies already possess a foreign shareholder.

It is also an influential industry. In a survey of reading habits, 90 per cent of Poles claimed that they read a daily newspaper at least some of the time, and 88 per cent claimed that they bought at least one weekly.

The explanation for the print media's high level of privatisation can be traced to 1990, when Poland's first non-communist prime minister, Tadeusz Mazowiecki, signed a law dissolving RSW Prasa, the press monopoly which controlled the printing and the content of Polish newspapers.

The law was passed quickly, for political reasons: RSW Prasa was a hated symbol of the old regime.

The RSW liquidation law was much criticised at the time, since it did not always change the ownership of newspapers fairly or successfully.

Most provincial newspapers were quickly signed over to "worker-management" groups made up of journalists and editors; other papers were sold by auction to the highest bidder. Robert Hersant, the French owner of Le Figaro, bought shares in seven provincial titles, and paid \$2m for a 49 per cent stake in Rzeczpospolita, one of the two quality dailies with a national circulation.

Other foreign investors include Swiss, Swedish, and American companies. Nikola Grauso, a Sardinian entrepreneur, bought 55 per cent of Zycie Warszawy, a Warsaw regional daily. German companies such as Heinrich Bauer Verlag and Jahr Verlag have entered magazine publishing, and the former tennis star and entrepreneur, Wojciech Fibak, owns shares in several provincial papers and magazines.

Since then, only one national newspaper start-up has been significantly successful - Gazeta Wyborcza, a daily which claims a circulation of 400,000. Its roots lie in the former dis-

sent movement and its founding editor, Adam Michnik, was a corrosive critic of the old regime.

One of two regional start-ups, including the right-of-centre Czas, a Krakow paper, have also proved successful. So has Nie, a satirical weekly whose editor, Jerzy Urban, is a former communist party spokesman.

With these exceptions, Polish readers have proved remarkably conservative, preferring to buy familiar titles rather than new ones. A series of spectacular failures have deterred others. These include an unsuccessful attempt, backed by the Polish-American Enterprise Fund, to publish a daily along the lines of USA Today.

This conservatism has until now mostly worked in favour of the provincial press. Grzegorz Lindenberg, the former publisher of Gazeta Wyborcza who now edits and publishes a tabloid, Super Express, estimates that 2.5m Poles buy regional newspapers every day.

"Most journalists who work for local papers are connected to the old regime," he said. Some speculate that the influence of the provincial press

may have helped bring to power the present government, whose leaders come from the former communist party and its allies.

Gazeta Wyborcza and Rzeczpospolita, the two quality dailies with a large national circulation, have quite different political orientations. Gazeta Wyborcza is closely linked to the group of centre-left dissidents who helped to form the first post-communist government. One of the first newspapers in Poland to start aggressively pursuing advertisers and to include attractions such as a weekend colour supplement, Gazeta Wyborcza has in the past year lost about 10 per cent of its circulation. Many of its readers defected to Rzeczpospolita, whose circulation has jumped from 250,000 at the start of 1993 to 324,000 in February 1994, and which cleared about \$3m profit last year.

The paper's editor, Dariusz Fikus, attributes this jump to a more efficient regional distribution network, and to the rapid rise of Warsaw's stock market. "With up to 400,000 people now playing the stock market, more people want to

read our financial and economic supplements," he said. Others believe Poles are now more attracted by the impression of neutrality and solidity, and are less interested in reading an overtly politicised newspaper.

If newspapers are heading towards greater objectivity in Poland, they are also heading towards higher technology. Both national papers have also been the beneficiaries of a technological revolution.

Four years ago, Polish journalists wrote on typewriters. Now, with the help of capital coming from foreign investors, Gazeta Wyborcza and Rzeczpospolita have skipped intermediate stages, and moved on to very advanced computer systems.

At Rzeczpospolita, all reporters have laptop computers and modems, which is more than many of their counterparts in western Europe are given. Gazeta Wyborcza has 1,015 computers, 350 of which are linked in a network. Most of the leading newspapers have also purchased or leased new printing plants, and some are planning to move into colour printing.

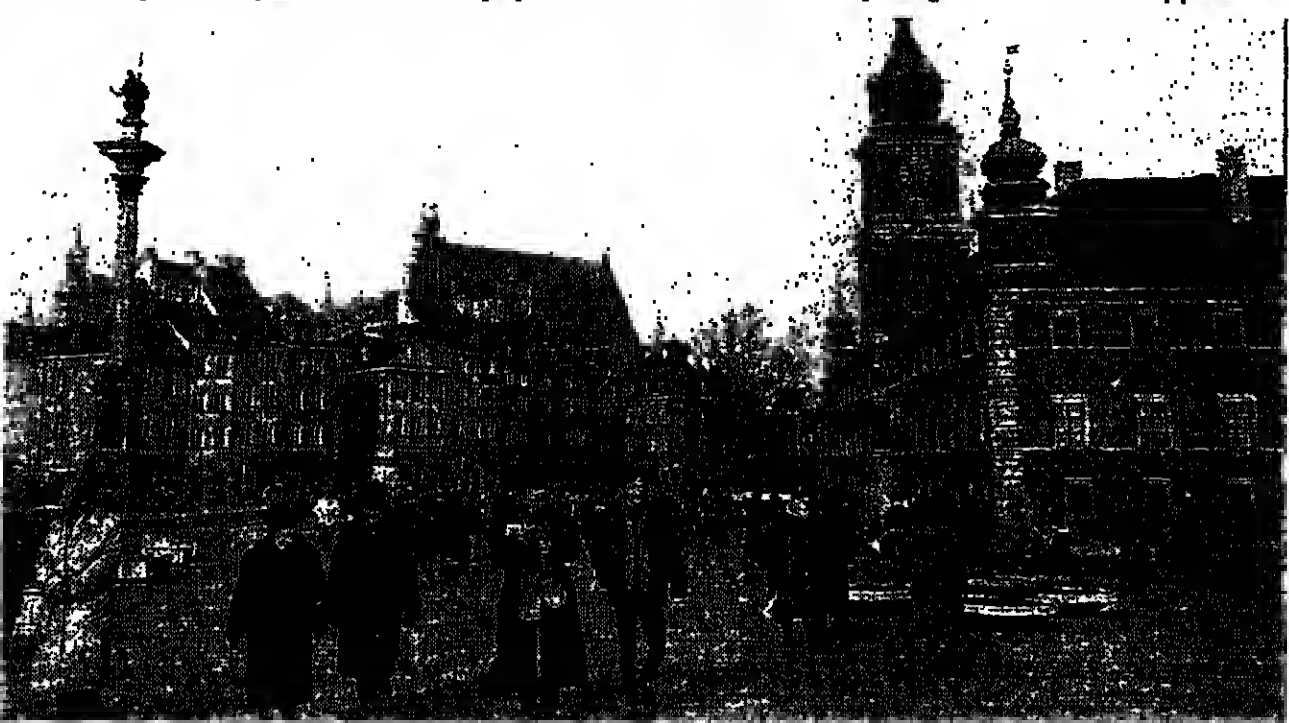
What none of the Polish newspapers yet has is the kind of clout enjoyed by the western press. "The Polish press is still not in the position to force the political class to do anything," said Mr Lindenberg. Much of the political weakness of the press is blamed on journalists trained in the communist era, not all of whom have been certain of the difference between rumour and news.

Because the press is not thought to tell the truth, press revelations of bribery scandals and financial skulduggery have yet to force a politician to resign.

"Not all of us have learned that we must always write what is true, and that if we do not, we must pay high costs," said Mr Fikus.

The Polish libel law is still weak: although there have been several high-profile libel cases, no leading newspaper has yet been forced to make a large payment to a victim of libel. Until that happens, an air of mistrust will continue to hang over the journalistic profession in Poland.

Anne Applebaum



Old Warsaw: Poles have proved remarkably conservative in their reading habits, preferring familiar titles

Anthony Holman

PUBLISHING

The press goes private

TELEVISION

Airwaves hit by a storm of criticism

Poland's attempt to establish an independent commercial television channel has run into a storm, confirming the special place politicians continue to accord the medium.

Neither the granting of national broadcast licences to two private radio companies, the Warsaw-based Radio Zet and RMF from Krakow, nor growing concentration in newspaper ownership, seem to attract as much emotion and attention as recent appointments in state-owned television or the granting of the national commercial television licence to Polsat.

Polsat is wholly-owned by Mr Zygmunt Solorz, a 38-year-old entrepreneur from Wroclaw, in south-western Poland. He won the licence in the face of competition from several mixed Polish and foreign consortia.

These consortia included Bertelsmann, G.T.F., the Luxembourg-based European broadcaster as well as CNN and Time Warner. But almost as soon as the decision was announced by the nine-strong National Broadcasting Council, it was criticised.

Most prominently, it was attacked by President Lech Walesa, who dismissed Mr Marek Markiewicz as chairman of the council which was appointed last year by the previous Solidarity-dominated parliament and the president to oversee the airwaves under the country's new broadcasting law.

Mr Walesa would have happily removed Mr Markiewicz from the council itself if he had had the power to do so.

Mr Markiewicz had already run foul of the president late last year when he appointed Mr Wieslaw Walendziak, an even-handed journalist in his early thirties with a right-wing background, to head Poland's state-owned TV.

Mr Walesa had wanted Mr Janusz Zaorski, the incumbent, to continue in the job. He was seen as a guarantee that the president would get his fair

share of TV coverage during the presidential election campaign in the autumn of 1995.

But Polsat, where Mr Solorz employs both former communist functionaries and young right-wing journalists of whom Mr Walendziak was one, is also mistrusted by President Walesa, who has publicly accused Mr Markiewicz of "giving the licence to the communists".

The governing coalition, which is at present poorly represented on the council has, stayed aloof from the fray. But it could be tempted in the coming months to pack it with its own supporters.

In the meantime, President

The government, which is poorly represented on the council, has stayed aloof from the fray. But it could be tempted to pack it with its own supporters

Walesa's attempts to undermine the council and have the Polsat decision reversed are being eagerly watched by the losing consortia in the licensing process.

They feel tricked by Mr Solorz, who made great play in public hearings on the licence that his was a solely Polish-owned venture, a play which helped win a consensus for his bid among the council members.

Now Mr Solorz says he is talking to many foreign broadcasting companies, which are thought to include Mr Rupert Murdoch's News International, and it could well be that, sooner or later, one will take up the 33 per cent stake which Polish law permits a foreign partner to hold in a broadcasting venture.

Polsat's competitors also argue that as things stand at present Mr Solorz does not have the financial resources or the expertise to run the channel.

Because of problems with

wresting frequencies from the military, for the first few years the channel will be able to reach only 12m viewers, or a third of the potential Polish audience.

But if Polsat faces considerable political uncertainty, the financial problems could be just as great. The Broadcasting Council has imposed very tight rules demanding that Polsat put out locally-made programmes and information programmes. This will increase costs. The council will also have the final say on Mr Solorz's eventual choice of foreign partner.

Meanwhile, the lion's share of the \$130m annual advertising market will continue to go to state TV, with its two channels which cover the entire country. At the same time Mr Solorz, whose company is capitalised at a mere 250bn zlotys, has been bound by the council to increase its capital to 500bn zlotys and then to 1,000bn zlotys before looking abroad for financial support.

Given initially low revenues and the political uncertainty surrounding the licensing decision, that could prove difficult.

The storm also threatens to cloud the chances of the French Canal Plus pay TV company to which the Broadcasting Council has said it will give local licences. The French company's offer proved non-controversial and will not have to depend on a still-to-be-developed advertising market for its revenues.

But Mr Richard Miazek, one of the council's members, has already resigned, complaining of stress. Others could follow. Parliament is due to vote on the council's annual report next month.

Should this be rejected by parliament, the council will have to resign and that would give the present governing coalition the chance to appoint its own supporters. Presumably the process would then start all over again.

Christopher Bobinski

RZECZPOSPOLITA

Poland's Leading Quality Newspaper available everyday throughout the country

the best, the quickest, the most reliable source of current news and information on Polish economy, business, financial standing of enterprises, as well as on regulations and new laws

clear typography
50% sold to subscribers
rapidly growing circulation, currently at the level of 300,000 copies
2/3 of the readers are managerial staff
in the opinion of Polish Parliament Members
It is a Newspaper of the year 1993
as
the most credible,
the best edited and
the most favourite daily.
We provide information and you take the news.

Please contact our representative in London:
Mercury Publicity Limited
16 John Street, London WC1A 2DL
tel. 00 44 71 831 6631 fax 00 44 71 234 4652

or the Rzeczpospolita Advertising Office in
Warsaw:
02 015 24 24 24, pl. Starynkiewicza 7/9, Poland
tel. (+48 22) 29 86 14, (+48 22) 628 34 01,
(+48 22) 621 46 58, (+48 22) 25 61 59



STATE SAVINGS BANK

POWIERZCHNI KASA Oszczędności SP
ul. Nowy Świat 6/12 00-000 WARSZAWA • P.O. BOX 538, 00-060 WARSZAWA
TEL: (+48) 22 525 40 00 • FAX: (+48) 22 525 50 07
SWIFT code: BPKO PL PW

PKO, Poland's State Savings Bank, is proud to mark its 75th year in the banking industry during 1994. As our nation's unparalleled economic renaissance continues, we're playing an increasingly important role helping far-sighted foreign companies which recognize Poland's vast potential.

Our national network of more than 800 PKO offices allows our customers the convenience of maintaining accounts, making savings and time deposits in Polish zlotys, and exchanging foreign currency - virtually anywhere in Poland.

Our specially-tailored international program allows our clients to maintain foreign currency accounts, provides domestic and international payment plans, and offers Eurocheque and travelers cheque services.

Our financing department provides support for new and growing businesses, international trade and a wide range of other projects.

We also offer expert advice and brokerage services to foreign parties investing in Poland through the Warsaw Stock Exchange.

Contact us to learn how we can put our three-quarters of a century in banking to work for you.

Relax. Your Search For A Banking Partner In Poland Is Over.

WBK is one of Poland's largest and most respected commercial banks. Operating nationally, our development has been built upon the values which characterise our traditional base, the Wielkopolska region - reliability and integrity.

Our product and service range has been carefully developed to match the requirements of our many thousands of individual and corporate clients.

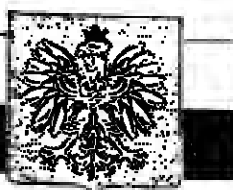
We provide a complete corporate banking service, recognised by the many international businesses which have already chosen WBK as their preferred banking partner in Poland. We administer EBRD, World Bank and Berliner Bank credit lines.

For thoughtful, professional and quality service in an exciting and growing market call WBK.

WIELKOPOLSKI BANK KREDYTOWY S.A.
Pl. Wolności 16, 60-967 Poznań, POLAND, tel.: (61) 54 29 00, fax: (61) 52 11 13

POLAND 9

POLITICS



Anthony Robinson analyses the extraordinary turnaround in the thinking of former communists

The electoral wheel turns full circle

"Poland's fate for so long was to be in the slipstream of history, lagging behind developments elsewhere. But the 'round-table' talks of 1989, which led to the first post-communist government in eastern Europe, and the economic reforms introduced by Leszek Balcerowicz [finance minister] in 1990 put Poland in the vanguard of history. We have to build on these achievements and move forward."

The words of Alexander Kwasniewski, the former communist turned social democrat who is now the driving force behind the Democratic Left Alliance (SLD), Poland's largest political party, reflect an extraordinary turnaround in Polish politics.

Five years ago Mr Kwasniewski was one of the communist party's top negotiators, seeking to entrench communist power through a compromise with Lech Walesa, Adam Michalik, Bronislaw Geremek and other Solidarity movement leaders.

The outcome of these round-table talks was a deal which ended the communists' post-war monopoly of power, but limited non-communist parties to only 35 per cent of seats in the lower house of the Polish parliament, the Sejm.

Both sides failed to foresee that given the first chance in more than half a century to vent their spleen, voters would give Solidarity an overwhelming

majority by sweeping its candidates into each of the allotted 55 per cent of Sejm seats and all the 100 freely-elected senate seats.

As a result, by autumn 1989, Poland had the first non-communist government in the former Soviet bloc. On January 1, 1990, Leszek Balcerowicz, the new government's ascetic finance minister, devalued the zloty and made it internally convertible. He also swept away a raft of communist-style consumer and producer subsidies and launched Poland on a brave and unprecedented experiment in liberal, free market economics.

Those reforms opened up entirely new perspectives for the development of Polish society and the Polish economy. But Solidarity proved inept at selling its achievements or in softening the impact of reforms on the unemployed and on millions of workers for whom the market economy translated into harder work, lower wages, social insecurity, a fast growing gap between rich and poor and rising crime.

At last September's general elections the electoral wheel came full circle. Voters swept the former communists of the Democratic Left Alliance (SLD) into first place with 171 seats in the 460-seat Sejm, followed by the Peasants Party (PSL) with 131 seats. The Democratic Union (UD), the mainstream Solidarity party, limped in third with 74 seats followed by

the intellectual left-wing Solidarity-linked Union of Labour (UP).

The votes of over 30 per cent of the electorate were neutralised by new electoral rules which introduced a 5 per cent minimum threshold for entry into the new parliament. A raft of right-wing and church-linked Christian parties failed to jump this hurdle. Only the right-wing nationalist Confederation for an Independent Poland (KPN) with 21 seats and President Walesa's so-called non-party reform movement (BBWR) with 16 seats, scraped into the new Sejm.

Significantly, in his first important post-election speech Mr Kwasniewski, leader of the main social democratic faction of the SLD, publicly apologised to Poles for the misdeeds of the 45-year, post-war communist regime. He openly acknowledged the achievements of the Solidarity-based governments as gains for Polish society as a whole.

To sceptics, Mr Kwasniewski's magnanimity in victory was the mark of a cynical *apparatchik*. To others it looked like the gesture of a smart and far-sighted politician laying the groundwork for a future alliance with the intellectual and moral leaders of Solidarity.

Such a "historic compromise" is not yet on the political horizon, although both the SLD and the PSL toyed with such a hypothesis before reluc-



Moment of transition: former communist leaders Leszek Miller, Mieczyslaw Rakowski and Alexander Kwasniewski celebrate their conversion to social democracy four years ago

tantly concluding that the post-electoral political arithmetic left little alternative but to form an SLD-PSL coalition government.

Numerically the government, which is presided over by the peasant party leader, 34-year-old Waldemar Pawlak, the prime minister, is strongly based. It controls over two-thirds of the seats in parliament and has the power to draft a new constitution. In theory, it could last out a full parliamentary term, unlike all previous post-communist governments which fell after a few months in power.

Legislation now passes the once fractious parliament virtually on the nod, a big change from the endless debates followed by cliff-hanging votes

which characterised previous parliaments.

But the two partners make an odd couple. The government looks like a miserable marriage of convenience, with little love or mutual respect between its two very different political components.

The thinly disguised internal tensions burst into the open in January when the prime minister summarily dismissed Mr Stefan Kowalec, the deputy-finance minister. He was held responsible for the embarrassing "success" of the flotation of Bank Slaski, whose shares soared up to 13 times their issue price at their debut on the Warsaw Stock Exchange.

The "scandal" deepened when it emerged that few, aside from lucky bank employees, had been able to register their shares in time to actually sell them at the initial high price. Unconfirmed rumours swept town of a "swindlers'

list" of politicians and others who had been able to buy and dispose of shares at favourable rates.

With hindsight the shares were sold too cheaply and listed prematurely. But that did not seem the case during the long and difficult months when the privatisation authorities were desperately seeking a foreign bank to buy a minority share and were unsure of the public's appetite for bank shares.

Mr Kowalec, a technocrat brought in by Mr Balcerowicz back in 1989, was slated to become the "fall man" for the mistake. But the expectation was that he would be sacked by Mr Marek Borowski, the SLD finance minister, not the prime minister.

The affair rapidly became a power struggle between the prime minister and Mr Kwasniewski who holds no ministerial post but is widely per-

ceived as the real power behind the throne.

The culmination came when Mr Borowski sought both to reaffirm his control over the appointment of his deputy and concentrate economic decision-making generally in his hands. He offered to resign if his demands were not met. Mr Pawlak, whose main aim was to underline that he was *de facto* as well as *de jure* head of the government, called his bluff and Mr Borowski resigned.

The shock move badly wrong-footed Mr Kwasniewski who hitherto had treated Mr Pawlak as a political lightweight. It also cast new light on the role played by Mr Michal Strak, the deceptively relaxed and jovial head of the cabinet office who is the main strategist behind the PSL.

"After the elections there was a widespread perception that Poland had a one-party government again. That was wrong. But now people talk of irreconcilable differences between the government partners and that's not true either," says Mr Strak. "There is no alternative to this coalition and that creates a framework for the government to carry on," he adds.

Mr Strak is adamant that the prime minister, who is popular among his farming and small-town constituents but looked down upon as an inarticulate humpkin by political salon Warsaw, will continue to use his premiership to lead the government.

Mr Pawlak's own priority is to ensure that government policies favourably impact on his

party's rural constituents. "It is better to provide farmers with \$50 of cheap credit than throw them off the land and have to find \$500 for unemployment pay," he says. "With 15 per cent of Poles already unemployed we have to encourage those who are working and maintaining their families," he adds.

For a government with such a clear parliamentary majority its peasant party component has curiously unambitious long-term plans. "Previous governments were reformist governments. We don't consider ourselves as reformers. Our task is to deal with problems as they arise and above all to make the machinery of government more efficient," says Mr Strak.

The idea of modest government is attractive to many after the turmoil of the last five years, particularly if a period of calm permits the further development of civil society, a stronger role for local governments and the sort of prosperity which allows the development of a stable middle class.

But there are several clouds on the horizon, including the shift back to authoritarian nationalism in Russia, a looming parliamentary conflict over the proposed Concordat with the Vatican and the presidential elections scheduled for 1995. The latter is already casting a shadow over contemporary politics as President Lech Walesa manoeuvres for support after coming to the conclusion that his main potential rival is none other than Mr Kwasniewski himself.

FOREIGN POLICY

Integration remains the goal

Twice in 200 years, Poland has disappeared from the map of modern Europe. The first time followed its partition between Russia, Prussia and Austria at the end of the 18th century. The second calamity occurred in 1939 when Poland was carved up between Nazi Germany and Stalin's Soviet Union.

Such a history inevitably leaves traumatic memories, and conditions the basic aims of Polish foreign policy. These are the prevention of any future risk of isolation, by integrating Poland into European economic and security structures to the west, and the cultivation of close economic as well as political links with its neighbours to the east.

Until two years ago Poland's eastern neighbour was a monolithic Soviet Union. Now, apart from a short common border with the Russian enclave of Kaliningrad, it is separated from Russia by the Bal-

tic states, Belarus and Ukraine.

Poland's foreign minister, Mr Andrzej Olechowski, is ideally placed to operate on both the western and eastern fronts of diplomacy. A former central banker, who worked for years at the World Bank in Washington, he was in charge of negotiations with the European Community which led to Poland's association agreement with the EU.

He knows the nit-picking reality behind the EU's fine words about need for greater European integration. He also knows that the main obstacle

to the entry of Poland and other central European states into an enlarged EU is the Common Agricultural Policy.

At the same time, his experience at the centre of economic and financial decision-making during Poland's economic transformation equips him with an understanding of the problems facing Russia, and even more so Ukraine.

Poland's worries about the east are not military. The Russian army is demoralised and pre-occupied. Vladimir Zhirinovskiy, the chauvinist victor of December's Russian elections, is a worrying symbol of hurt

pride and the darker side of the Russian psyche, but not a new Stalin.

Poland's worry, shared by its central European partners, is of de-stabilising flows of refugees and criminals from the east. A still distant nightmare is the danger of conflict between Russia and Ukraine.

Ideally, Poland would like to be under the security umbrella of full Nato membership, but has accepted for the time being the half-way house of the partnership for peace. But when Mr Andrei Kozyrev visited Warsaw as part of his European tour last month, security matters took up only a tiny portion of their talks.

Instead, the Poles put forward a 26-point proposal for closer economic and financial co-operation, not on the old state to state basis, but mainly between private business people on both sides.

Anthony Robinson

Christopher Bobinski on Solidarity's position after the election shock

Out of defeat, a new purpose

The defeat last autumn of Poland's Solidarity-rooted coalition government by parties with a communist past has given the 2m-strong Solidarity Trade Union a new lease of life.

At last the movement, which proudly carries the mantle of its legendary anti-communist struggles, has regained a sense of purpose. The Solidarity Union failed to get any MPs into the powerful lower chamber of parliament and this defeat shocked it into re-focusing its future as a trade union rather than as a stand-alone political movement.

Mr Marian Krzaklewski, a 43-year-old computer designer from the Academy of Sciences in the industrial district of Silesia has led Solidarity since Lech Walesa left his former power base to become the President of Poland in 1992 has learned the lesson well.

Talking in Solidarity's Gdansk headquarters, only 500 metres from the shipyard where an 18-day strike won trade union rights for workers in 1980, he stubbornly avoids being drawn on the political implications of Solidarity's present militant stance.

Instead, supported by matter-of-fact officials, Mr Krzaklewski prefers to stick to Solidarity's demands. Above all the union wants the government to honour the pledge made by its Solidarity-based predecessor that real incomes will grow in line with GDP and that more money be spent on fighting unemployment.

Clad in Solidarity's traditional dress of jeans and jumper, long discarded for suits and ties by those of the movement's leaders and supporters who over the past five years have gone into government or business, Mr Krzaklewski is obviously a man under a great deal of pressure.

Talking fast he reaches repeatedly for pencil and paper to illustrate his points as he emphatically rebuts critics in the government and the media who see the union's stance as dangerously populist and risks opening the floodgates of inflation. At the same time he knows he is leading a movement whose increasingly impatient membership has experienced annual falls in real wages since 1990 and wants the trend reversed.

"The last government led by Mr Hanna Suchocka promised us that real incomes would grow by half the rate of increase of GDP," he says reaching into his files to show an agreement signed after a three-week strike in the Silesian coal mines in January 1993. "But real wages fell by 3 per cent last year while GDP grew by 4 per cent."

"That alone would have been enough 'in Germany, Spain or Italy for a general strike'," he adds. "This year people will settle for zero growth in real incomes but not a further fall, he concedes as he prepares to follow up the demonstration by 30,000 Solidarity supporters in Warsaw last month with a campaign of selective strikes

designed to force changes in government policies. But, bitterly, Mr Krzaklewski admits that it was the previous government which failed to stick to its promises on incomes which last summer prompted Solidarity, then represented in parliament, to put the motion of no confidence which led to Ms Suchocka's downfall.

But the present administration has also been in no hurry to inaugurate a standing tripartite committees of government employers and unions which was agreed with Ms Suchocka last spring to seek consensus on economic policy.

The committee, which is central to Mr Krzaklewski's hopes of establishing a stable "system" of consultation, was set up only last month after work on the stringent 1994 budget was virtually complete. Solidarity's main tactical aim now is to press for an easing of this year's planned 28 per cent price rise for electricity and 60 per cent for central heating.

The union also wants income tax thresholds raised and wage controls removed to enable real wages to rise this year. Mr Krzaklewski insists that he is not asking for this year's 83,000bn zloty budget deficit to be increased. "There is quite enough money for alleviating social needs in the present budget," he says. "The problem is that it's been spent wastefully up till now and hasn't gone to those who really need support."

Solidarity also wants the present government to put

through legislation enabling collective wage bargaining to go ahead at both the national and shop floor levels. This is another subject, central to Solidarity's strategy, on which the previous government dragged its heels. At present the only statutory obligation on employers is to pay a minimum wage which was set at a 1.8m zlotys a month last October.

Mr Krzaklewski argues that a system of collective wage bargaining would help the government and the union to decentralise conflicts. More crucially, from the union's point of view, it would also provide a way into the private sector where Solidarity is sorely under-represented.

Mr Krzaklewski says he is not engaged in a crusade against the government because of its communist roots and can live with it, provided it is able to deliver higher living standards. But he does not like the "post-communists", as he calls them, and stresses that "if they were to start infringing human rights then Solidarity would have to react".

The question that Mr Krzaklewski leaves unanswered, is what happens if industrial discontent grows in Poland to such an extent that the government's position is threatened. Who would Solidarity support then? The former Solidarity-linked parties now in opposition, or President Walesa, the historic flag bearer of militant Polish unionism who is gearing up for re-election in 1997? Time will tell.



Bank with BRE SA in the country on the move.

BRE is a recently privatised Polish bank which combines in-depth knowledge of local conditions with adherence to exacting global standards. We are the most international of Polish banks, with over 300 correspondent banks throughout the world.

Our particular focus is not only on helping the growing Polish private sector, whose success has made the Polish economy one of the most dynamic in the world, but also on servicing the increasing number of multinational businesses located in Poland.

In 1993, Polish capital markets were the world's most profitable for investors, many of whom invested through our broking subsidiary BRE Brokers.



BANK ROZWOJU EKSPORTU SA

Warszawa - Gdansk - Katowice - Krakow - Lublin - Lodz - Olsztyn - Poznan - Rzeszow - Wroclaw

In Poland you can make money and we can help you do so. We have ten branch offices in the main Polish business centers. We are fully computerised and work in real time.

Bank Rozwoju Eksportu SA. A dynamic Bank for a dynamic country.

BRE SA Head office: 00-950 Warszawa, Plac Bankowy 2, skr. 728, tel. 48 (2) 637 28 00/637 19 06, fax: 48 (2) 635 27 13, SWIFT: BREX PL PW.

BRE Brokers: 00-950 Warszawa, Ul. Krucza 38/42, skr. 728, tel. 48 (2) 661 93 00/661 92 10, fax 48 121 621 35 66.

LOT Polish Airlines fly two flights a day, every day, direct to Warsaw PLUS an additional 3 flights a week to Gdansk and 2 flights a week to Cracow. Convenient connections to the whole of Central Europe, Latvia, Lithuania, Russia, Ukraine, the Middle and Far East, and the USA. All flights are from London Heathrow Airport and you'll find a truly friendly welcome on our latest Boeing 737 jet aircraft.

POLAND



Every day

Consult your travel professional or call us direct on: 071-580 5037
LOT Polish Airlines, 313 Regent Street, London W1. Telephone: 071-580 5037

LOT The International Airline that's really taking off

NEW 94
BUSINESS CLASS
SERVICE

POLAND 10

TOWARZYSTWO MENEDŻERÓW SA
SOCIETY OF MANAGERS INC.
LUBLIN - POZNAN - WARSZAWA
BRUSSELS - CALGARY - HAMBURG - MANCHESTER

Since 1989 we offer services in:

- INVESTMENT BANKING
- FINANCIAL ENGINEERING
- MANAGEMENT CONSULTING
- MARKETING PLANNING AND BUSINESS PROMOTION
- RESTRUCTURING AND/OR PRIVATIZATION OF STATE OWNED COMPANIES
- PROFESSIONAL TRAINING AND RECRUITMENT

We welcome your inquiries:

PL-00-453 Warszawa
ul. Cicha 7
tel.: +48 22 6350643
fax: +48 22 6356750
ul. satelit.: +48 34 121621

This is for those who are concerned about profit and competitiveness, those who want to enter new markets and seek a partner to cooperate with.

Famak Machinery & Equipment Factory

46-200 Kluczbork, 5 Fabryczna Str. POLAND
tel. (+48) 90352003 fax. (+48) 90352004 tlx 733843

Established in 1945 as a leading Polish manufacturer of:
EOT, gantry, container, harbour cranes
belt conveying systems, stacker-reclaimers, wagon tippers
silo structures, heavy duty supporting structures
steel structures for hydroengineering purposes

Our goods are appreciated by
Germanische Lloyd and SLV

Is eager to explore new fields of cooperation
For more details please contact Marketing Department

Good opportunities
for banking services in Poland

GÓRNOŚLĄSKI BANK GOSPODARCZY S.A.

As one of the biggest private banks in the Silesia (South Poland), 19 branches including Katowice, Kraków & Warsaw, we are developing large spectrum of banking services. We are serving small and medium business and individuals as well.

Among others we have the following nostro accounts:
Bank Handlowy S.A. London Branch, Unibank A/S, Dresdner Bank AG, Deutsche Bank AG, Girocredit, Citibank, N.A., Bank Handlowy International S.A., Commonwealth Bank of Australia, Bank Pekao S.A. Paris.

For further information please contact Mrs. Barbara Wrzesniowska
ph. (+48 33) 598 231 or fax (+48 33) 598 497
ul. Warszawska 6, PL 40-100 Katowice, Poland

GROWEX - TRADE COMPANY

Successfully operates in Poland
and the former Soviet Union.
Our considerable local know-how will be invaluable to your business.
Call or Fax on 48-3-1301173-77

Elektromontaz-Export S.A.

est. 1982, Private company
All L, M, & H voltage electrical equipment,
installations & erection
Mechanical, sanitary & civil associated work
We operate both in Poland and abroad:
Europe, Middle East, North Africa

Contact: Romuald Wiercinski - Commercial Director

Ogrodowa St. 28/30 Ph: (+48 22) 20 30 25 fax: (+48 22) 20 30 23 tlc: 816681 aimp pl
PL-00-896 Warszawa

MAG

PROFESSIONAL
SHIPPING
AGENCY IN POLAND est. 1951

Morska Agencja Gdynia Ltd

PORT AGENTS, SHIP & CHARTERING BROKERS, LINER
AGENTS, FORWARDERS, CREW SUPPLIERS, SHIPPING
CONSULTANTS, CORRESPONDENTS FOR P & I CLUBS

- * OFFERS REALIBLE SERVICES IN ALL POLISH PORTS ROUND THE CLOCK
- * HELPS TO ESTABLISH BUSINESS CONTACTS IN POLAND

S. PULASKIEGO Str., 81 963 GDYNIA, tel./+48 58/20 36 48,
fax 21 06 08, tlx 54 301 mag pl

INDUSTRY



The 17,000 workers who pour through the arches of the gates of the Nowa Huta steelworks each day have one pressing question: how many of them will keep their jobs. Ten years ago the plant, which sprawls over 10 square kilometres near Krakow, employed 35,000 people.

But now production levels have been cut by two thirds. Like the rest of the Polish steel industry, Nowa Huta will spend the next few years fighting for survival. If it succeeds, its managers expect it will employ only 8,000 people.

According to a Polish government assessment of the future of the steel industry last autumn, "without restructuring the domestic market could be lost and most Polish steel mills will be threatened by bankruptcy".

The challenge facing the industry is that the type and amount of steel produced in the past were largely geared to the needs of the Soviet Union. That demand has now collapsed, together with much of the requirements from Polish industry.

As a result, production of crude steel slumped from a peak of 20m tonnes a year in the early 1980s to 9.5m tonnes in 1992. With the gradual economic recovery, total steel production picked up slightly last year, and the industry ministry expects it to reach 11m tonnes this year. Steelmakers can also look forward to a longer-term increase in demand from the huge task of modernising Poland's infrastructure and industry.

But to gain a share of that market, Poland's 28 steel mills,

18 of which were built before the first world war, will have to cut costs and capacity, and then modernise. On the back of a study commissioned from a Canadian consortium including consultants Ernst & Young, the government estimates that no more than 11.7m tonnes a year of liquid steel capacity is needed, even allowing for an upsurge in domestic demand.

"Past construction booms only took about 2m tonnes a year," says Mr Wiktor Lasczyk, adviser on steel at the ministry of industry. "And a quarter of our steel used to be exported, almost entirely to the Soviet Union - those markets have gone."

The government also wants continuous casting, an energy-efficient means of production and an international barometer

of the level of modernisation, to rise from 5 per cent to 75 per cent of production. Energy-efficient open hearth furnaces also need to be replaced by oxygen furnaces, and mills which produce semi-finished steel need to invest in processing of finished products, it says.

As well as cutting raw material and electricity costs, those changes will curb some of the pollution belched out by the steel works - they are some of the largest emitters of nitrogen oxides and sulphur dioxide in Poland.

But some of the implications of restructuring have been more controversial, in particular the Canadian Consortium's argument that at least six mills should close.

Estimates also suggest that employment might have to fall

from 147,000 to 43,000, although half the people affected might be transferred to newly-formed service and engineering companies.

Instead of complete closure of mills, the government has tended to recommend scaling down and sometimes merger. In Nowa Huta's case, restructuring may mean merger with the rival giant steel works Huta Katowice to improve production of sheet steel, the government has suggested.

According to the industry ministry, the investment needed to achieve the industry's transformation runs to some \$4bn to \$5bn. \$1.8bn in capital costs and the rest in redundancy payments and management changes.

Mr Lasczyk insists, though, that "the mills will have to find the money for restructuring. The General Agreement on Tariffs and Trade prevents us giving subsidies".

The money will have to come from the mills' own resources

or from foreign credits, he said, although the government has indicated it may be prepared to guarantee foreign credits, as it has done at Nowa Huta and Huta Katowice.

It will also press ahead with setting up mills as stand-alone companies, prior to privatisation.

The price of failure, if the Polish steel industry fails to make this transformation, is that Poland would have to find some \$4bn to \$5bn a year in foreign currency to pay for steel imports.

"The government will not allow liquidation of the industry to happen as we could not fill that gap in foreign trade," according to Mr Lasczyk. "I am sure, therefore, that the industry will survive." The steps the industry takes in the next few years in its scramble towards modernisation will determine whether that prediction comes true.

Bronwen Maddox

A scramble to modernise

How to pick a winner

If you were trying to pick a winner in the rapidly-changing Polish steel industry, how would you go about it?

That was the question facing Air Products, a manufacturer of oxygen and other industrial gases with a \$3bn turnover worldwide, trying to make its first large investment in Poland.

Air Products wanted to find a steel mill that was certain to survive the shake-out in the industry, to which it could supply oxygen. The use of oxygen instead of air in steel manufacture greatly improves the efficiency, as well as reducing environmentally harmful emissions.

This is exactly the kind of investment which Polish mills will need if they are to survive the transformation under way in the industry. The government is adamant that it cannot contribute to the spending.

But "we had to be pretty sure the partner was viable", according to Mr Andrzej Zakrzewski, Air Products' business manager for Poland. The whole of the group's investment would be dependent on that one customer.

Air Products' choice was the Huta-Zawiercie steelworks near Katowice, which makes steel from scrap steel. In November, Air Products opened its two oxygen plants, supplying 100 tonnes a day, which cost DM14m.

According to Mr Zakrzewski, it suited both parties for Air

Products to carry the capital cost of building the plant. "We get a fair return for the risk" through the price at which oxygen is sold to the steelworks, he said.

The group was also keen to avoid complications of property rights and historic environmental liabilities by building the plant on the Huta-Zawiercie site, rather than buying a site of its own.

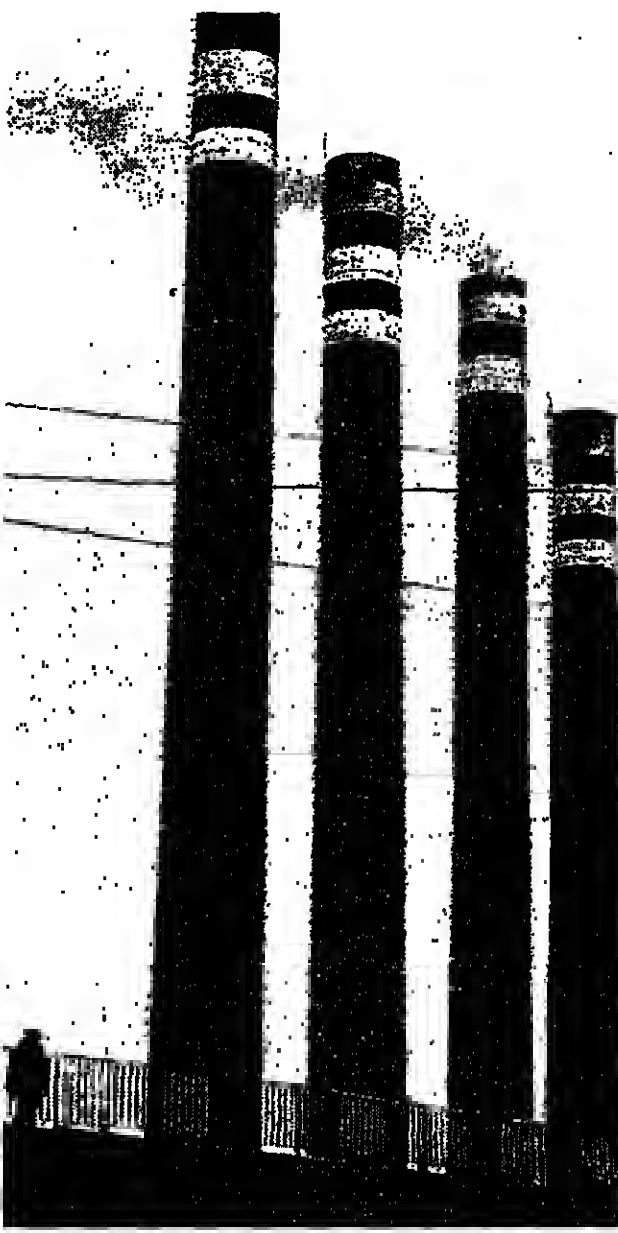
The factors that tipped the balance in the investment decision were the strides that Huta-Zawiercie has made in recent years. According to Mr Jozef Lotko, technical director of Huta Zawiercie, the capacity of the furnaces has nearly doubled since the 1970s, and it has installed continuous casting technology.

The mill has also cut jobs from 6,300 to 4,300, it expects eventually to have only about 1,500 as maintenance and engineering activities are hived off as separate businesses.

However, since Air Products' original expression of interest, the mill has had problems. Mr Lotko says that the first quarter of 1993 saw constant stoppages because of lack of scrap steel, and the mill made losses.

The mill has now returned to profit. But Mr Zakrzewski emphasises that Air Products receives no guarantees from the government about the mill's future. "In the end we made an act of faith," he says.

Bronwen Maddox



High profile in Chorzow: the demand for steel has now collapsed

COAL

Pits face difficult challenge

Three hundred metres below the surface of the Silesian hills, and four kilometres along dark, dripping tunnels from the main shaft of the Janina mine near Katowice, Mr Jerzy Poniewski, senior engineer, is adamant that his son will not be following him into a career down the pit. "He speaks German and English and is going to medical school. He doesn't want to be a miner - there are no prospects".

Nevertheless, if Polish coal mining has a profitable future, the face of it is probably the Janina mine. Mr Poniewski and his colleagues have hauled Janina back from the brink of bankruptcy in June 1990, by a programme of modernisation and job cuts yet to be undertaken by most of the industry. "It was a question of life and death," says Mr Tadeusz Gruber, the mine's deputy-director.

Restructuring the coal industry is one of the most difficult challenges facing the Polish economy. Poland remains highly dependent on hard coal, which supplies two thirds of electricity generation and more than three quarters of industrial and household heating.

Lignite provides another 14 per cent of primary energy consumption.

With an estimated 65bn tonnes of reserves, Poland has some of Europe's richest deposits

around water in many, as in the Janina mine - but much of the coal has low sulphur content and is close to the surface compared to that in the UK.

In theory, it is an industry which should have little problem attracting outside investment. The World Bank, in a survey of the industry, has recommended a continuing central role for coal production in the economy - provided that restructuring takes place.

However, the present financial position of the 70 mines in Upper and Lower Silesia and Lublin is precarious. Of the pits, which were reorganised last spring into seven corporations, seven have been listed for closure. Production has slumped from a peak of just under 200m tonnes in 1979 to about 130m tonnes last year, largely because of the collapse

in industrial demand for electricity and heating.

In December 1993, the mines' liabilities exceeded their receivables - money owing to them - by 32,000bn zlotys, according to Mr Eugeniusz Pawelczyk, vice-president of the State Coal Agency, which was responsible for the mines until last year.

The government and industry analysts are clear that jobs need to be shed to bring the industry firmly into profit. According to the State Coal Agency, the 305,000 employees in the hard coal mines in December 1993 (excluding those working in lignite mining) represented a fall of 25,000 in the year.

"We need more cuts - half of the current total is our aim," says Mr Pawelczyk. He expects that the reduction this year will be some 32,000, although 25,000 of that will be achieved by natural wastage and separation of service and engineering companies.

Ministers are concerned, however, that cuts on that scale could be politically explosive. The Janina mine is still the largest employer in its district, and is directly responsible for the housing of 1,300 families. The miners earn an average of 4m zlotys to 5m zlotys a month, well above the industrial average of 3m zlotys to 4m zlotys, and reluctance about accepting the offered six

months' redundancy pay in return for leaving would be understandable.

However, Mr Gruber says that the mine has managed to cut its workforce from 6,000 people four years ago to 4,000 mainly by separating service, maintenance and engineering activities into separate companies, and by hiring no new people.

"We used to have 50 people washing the miners' clothes, but now they are in a separate company and we don't pay for their social services," he says.

But industry analysts are concerned that some mines will start to try to raise coal prices instead of cutting costs, because of the difficulty of making redundancies. Last year, the financial plight of the mines was partly alleviated by a deal with the generating industry allowing the average domestic price of coal to rise by nearly a third.

That is a picture acknowledged by the directors of Wegloks, the state-owned company which handles 90 per cent of exports: "The coal mines were in a weak position last year before they grouped into seven companies. There was too much competition to sell coal - now they have started acting together, they have brought coal prices up to the level of coals."

According to Mr Henryk Pysny, Wegloks' president, exports are currently less profitable than domestic coal sales because of low world coal prices. However if cheaper imports begin to challenge domestic production, the mines could be plunged back further into deficit, the mines argue. The recent changes made by a few mines point the way to solution of these problems. But measured against the goals of internationally competitive production and coal prices set by the market, coal mining is still near the beginning of a long road.

Bronwen Maddox

PRZEDSIĘBIORSTWO CHEMICZNE

CHEMAN

ONE OF POLAND'S LEADING PRIVATE TRADING
CHEMICAL COMPANIES SPECIALISED IN IMPORT,

EXPORT AND DISTRIBUTION OF:
INORGANIC, ORGANIC AND FINE

CHEMICALS

WITH OWN STORAGE FACILITIES,
SALES NETWORK, CUSTOMS WAREHOUSES.

RAILWAY SIDINGS

OFFERS

REPRESENTATION

FOR CENTRAL AND EAST EUROPEAN MARKETS
INCLUDING CIS COUNTRIES

ul. Rydygiera Str tel: (48) (2) 6339606 tlc: 824295 cheman pl
01-793 Warszawa, Poland tel fax: (48) 39123346 fax: (48) (2) 6338343

RUNNING A BUSINESS IN POLAND ?

apeim

unique system provider

for all your communication needs:

- LAN, WAN, computers,
- PBX, structured cabling
- turn-key projects
- best service and support

call (0-48)-(22) 38 92 82
fax (0-48)-(39) 12 00 61
Apexim - Warsaw - Poland

"The weekly Warsaw Voice, provides lively, critical coverage of (Polish) business issues, including privatisation."

Financial Times, June 22, 1993

THE WARSAW VOICE

GET YOUR
WARSAW VOICE
FOR FREE!

Just fill in this coupon and send it to: Warsaw Voice S.A.
fax (48-22) 371395 POBox 28, 00-950 Warsaw, Poland

YES, I wish to receive complimentary copies of THE WARSAW VOICE

Name _____

Address _____

Country _____

MAKE SURE YOU UNDERSTAND THE CHANGES AND OPPORTUNITIES IN EASTERN EUROPE

Read the following publications from the Financial Times:

- East European Markets
- Finance East Europe
- East European Business Law
- East European Insurance Report
- East European Energy Report

For a Free sample copy

Please contact: Clare Borrett, Dept. C.
Financial Times Newsletters,
One Southwark Bridge, London SE1 9HL
Tel: (+44 71) 873 3000 Fax: (+44 71) 873 3935

The information on products is for information only and may be subject to change without notice.

FINANCIAL TIMES

FT Newsletters are published by the Financial Times, One Southwark Bridge, London SE1 9HL. Printed in Great Britain. A4 100gsm paper. No. 134 174 175 176

■ Profile: STARACHOWICE

Star-struck town fights back

Starachowice, a socialist-style company town of 60,000 souls half way between Warsaw and Krakow, has been a classic loser from the wrenching changes which have swept across Poland over the past five years. But a new joint venture meat packing plant with 51 per cent US control, and a refinancing plan for the town's main employer, the Star truck factory, has brought the first glimmer of hope to a town where 37 per cent of the workforce is unemployed.

Most have been out of work since the Star truck plant fell on hard times three years ago. In its heyday in the mid-1970s Star turned out 20,000 trucks a year. Virtually everything in the town - central heating for homes and public buildings, the hospital, the kindergarten, the high-rise housing estates, the foundry and a cluster of sub-assembly and component plants - depended upon it.

For decades Star turned out the same old models. It had no marketing department, and did not need one. Every year a certain proportion of output was allocated to the Polish military, some were painted light khaki and shipped abroad to places such as Mozambique and Angola, and others were allocated to various Polish enterprises or exported by state-owned foreign trade corporations, mostly to other Comecon "customers".

It was a quiet life and a steady one for the 11,000 employees of Star and their families, although that did not prevent Starachowice being one of the hotbeds of the anti-communist Solidarity movement. But its real troubles began only after Solidarity ousted the communists.

First came the cut in military budgets. Then the Comecon market collapsed. Then privatisation of the former state-owned transport companies, the bankruptcy of many large state-owned companies and the preference of the emerging new private sector traders for cheap, second-hand imported vans, caused demand to collapse.

Output last year declined to 1,600 vehicles, of which nearly 60 per cent were small seven-

ton models hastily introduced in an attempt to satisfy the demand for smaller vehicles. An increasingly desperate search for a foreign partner ended without success after first Volvo then Renault failed to obtain tariff protection for their assembly operations.

Potential foreign partners were also deterred by the social problems involved in taking over an old-fashioned, highly indebted state-owned plant with strong union traditions.

Fortunately, inherited problems were not high on the agenda at the huge unfinished construction site on the edge of town which lay abandoned for nearly a decade after the government ran out of funds. With the help of financial and other incentives from Warsaw, and lobbying by the town council led by its dynamic young mayor, Mr Grzegorz Wakendzie, the Epstein group, a private, Chicago-based meat processing and engineering company with links to the Polish Diaspora, agreed to invest \$30m in completing and equipping the plant. The result was Constar, a joint venture in which Epstein teamed up with Animex, a state-owned food processing and trading company.

The new plant, which turns out 160 tonnes of processed meat a day, employs 1,400 workers and supplies most of southern Poland and export markets in the US and Europe, including Russia.

Another 100 jobs were created by a new cigarette factory which makes cheap cigarettes selling for the equivalent of 10 US cents a packet using the poorest quality Polish tobacco and reconditioned Molins cigarette-making machines which were bought as scrap. Soon the machines will be shipped to Belorussia where they will be re-assembled and the Starachowice plant will be re-equipped with new machines fed with higher grade tobacco.

But the main grounds for optimism surround the future of Star itself. A financial restructuring plan has been put together by Bank Rozwoju, the Polish Development Bank, on lines similar to its highly

successful restructuring plan for the Szczecin shipyards.

The Szczecin yards have become a textbook case of a restructured loss-making state company which was restructured, made profitable and then prepared for privatisation. The Star plan hopes to repeat the performance.

The starting point was the purchase by Bank Rozwoju of Star's debt with Bank Slaski "at a very high discount", according to Mr Wojciech Kosztrzewa, Rozwoju's president. The bank then arranged a 95 per cent write-down of the 1,700m zloty (\$80m) debt and accumulated interest, linked to a debt/equity swap and an undertaking by Star to repay 6 per cent of its principal debt (without accumulated interest) to creditors in 12 monthly payments.

The unions, meanwhile, agreed to a further 25 per cent cut in employment levels from 4,000 to 3,000 while the government agreed to finance severance pay.

"We now hope to attract foreign investors to introduce new models. The difficulties which put them off in the past have been largely eliminated. We can now offer a debt-free, slimmed down company with a workforce and management eager to make the plant viable," says Wojciech Dworzniki, the deputy manager.

For Zbigniew Rafalski, the Solidarity union leader at the plant, the agreement is the culmination of three bitter years for workers who have struggled hard to preserve their dignity along with the plant but have come to terms with the realisation that it will not, and should not, return to its former size or importance.

In recent weeks, management and unions have been talking to a team from KIA, the South Korean truck company, which is looking for a low cost assembly base to supply its planned expansion into European markets. But they, and the town itself, are still open to other offers both for Star, its hived off subsidiary companies, and future green-field investments.

Anthony Robinson



Zbigniew Rafalski: agreement is the culmination of three bitter years for workers who have struggled to preserve their dignity. Picture: Anthony Robinson

Advertising is changing the appearance of Warsaw

On the train travelling from west to east Berlin, it was once easy to spot the frontier just by watching where the bright lights ended and the sombre gloom began.

In the past five years free market economics have begun to blur the difference as the appearance of eastern European cities changes with outdoor advertising covering the still shabby exteriors of most buildings.

In Warsaw, few have done as much to change the way the city looks as Catherine Sienkiewicz, the owner of Adpol, a company which owns 200 western-style illuminated bus stops carrying advertising. Standing on the eighth floor of the Universal building above one of the city's busiest points, Ms Sienkiewicz, an attractive blonde, says she went into business once communism collapsed in 1989.

Ms Sienkiewicz's first steps, like those of many Poles now in private business, was in imports of electronics goods. "We ran a bonded warehouse," she says. Now, from her office she can see a crowd of people waiting for buses and trams at her red-painted plexiglass and steel bus shelters.

The idea came to her and her erstwhile partner Mr Andrzej Litwiniek, an Anglo-Pole and refugee from

Poles begin to see the lights

Merrill Lynch in 1991, and the original six shelters came from the United Kingdom.

Now they are manufactured in Poland and their cost makes up the lion's share of the company's total 30bn zloty investment to date. Adpol still quotes its prices in pounds sterling as a reminder of the early days.

Funded through bank loans the company made a small profit last year, its second full year of operation with turnover worth 10bn zlotys in 1992 growing steadily. "Our turnover in the first two months of 1994 has already reached 5bn zlotys," says Ms Sienkiewicz who has received several offers from foreign companies ready to buy into

her firm.

She refused, she says, because "this is my future". Adpol is now planning to expand into other cities such as Gdansk on the Baltic coast. Five per cent of Adpol's turnover goes to the Warsaw city authorities under a 15-year agreement.

The bus company, which is still owned by the city, saves on the arrangement because it does not have to clean the shelters each night. That is organised by Adpol.

Ms Sienkiewicz says the advertising market is growing year by year, with more foreign companies coming in to the country and local ones increasingly appreciating the merits of its product.

One fifth of the advertisements on the bus stops come from Polish-owned companies, the latest being a Warsaw-based fat producer which has decided to take on Unilever with its own Nova margarine brand.

But most of the business comes from the multinationals such as Philip Morris and Master Foods as dog food and tobacco vie for the attention of bus travellers and motorists stuck in increasingly common Warsaw traffic jams.

Christopher Bobinski

■ BREWERIES

Taste of bitter competition to come

When Heineken recently announced its agreement to invest \$40m in Poland's Zywiec brewery it drew attention to a lively industrial sector which is making efforts to adapt to the challenges of a free market economy.

At present the industry, which produces around 14m hectolitres a year to satisfy local drinkers' 40 litres per capita annual consumption, is heavily protected by tariffs. But leading managers, such as Adam Loewe from Zywiec and Pawel Sudol at the recently privatised Poznan brewery, know that their companies have a few years at most to modernise before they come face to face with competition

from more efficient western European brewers. Competition will intensify when customs barriers come down, in conformity with Poland's association agreement with the European Union.

Brewers have had a taste of what is to come from a group of Australians led by Tony Oates, formerly Alan Bond's finance manager, who in 1991 established a \$200,000 joint venture with two brewing companies in Gdansk and Elblag, in northern Poland. The resulting modernisation and expansion brought output up to 1.8m hectolitres last year.

Higher output has been coupled with aggressive marketing which has seen the Australian-

owned beer encroach on the Silesian market. Silesia is the beer-swilling mining and heavy industrial part of southern Poland which is the home of state-owned brewers such as Tychy and Zabrze as well as Zywiec.

Zywiec, a listed brewery, had already responded to the challenge by developing an advertising campaign designed by J. Walter Thompson seeking to change the drink's image and aiming it at the prosperous young. It is more expensive than other brands giving it a higher profit margin. It also developed a nation-wide distribution organisation modelled on the methods of companies like Coca-Cola.

However, the decision by the independent-minded Mr Loewe of Zywiec to enter into the alliance with Heineken which gives the Dutch company a 25 per cent share, showed that even Zywiec with its 8 per cent market share and relatively strong profits, felt that time was running out.

In contrast, management at Okocim, the other listed brewery, found last month to its surprise that Brau und Brunnen, a leading German brewery, had secretly been buying up its equity and announced that it controlled a 25 per cent share. The German decision was taken last year after it dropped plans to build a new brewery near Brzeg in

southern Poland at a cost of DM145m (\$82m).

Foreign investment elsewhere in the industry has been delayed by a ban on sales of state-owned breweries to foreign companies. This has led to delays in privatisation of the sector which saw a sale early in 1992 of 30 per cent of the Koszalin brewery to Holsten, another German company. This was followed by a hiatus which ended last autumn with the sale of the Poznan brewery to a local investor.

Next in line is Ringnes, the Norwegian brewer, which is hoping to purchase the ailing Warka brewery.

Christopher Bobinski

At the Centre of Events.



Powszechny Bank Kredytowy S.A. is one of the leading Polish commercial banks with its head office in Warsaw - the fast growing area with prospects for further expansion of private business and a perfect market for foreign investment.

PBK S.A. in Warsaw is a full service commercial Bank with a branch network throughout the country. Wherever your business takes you in Poland remember we are ready to become your partner. To find out how we could help build your business, please contact:



Powszechny Bank Kredytowy S.A.
w Warszawie
ul. Nowy Świat 6/12
00-950 Warszawa, Poland
tel: (48-21) 625-79-86
fax: (48-21) 628-50-99

20, 00

PEOPLE AT YOUR SERVICE

OKI employ over 20,000 people in 25 countries around the world. These people are ready to assist you with your business communication. Not only can they advise you on OKI high quality technology but they will also provide you with full service and support.

OKI are committed to your success. Our technology will help you achieve the highest standards.

So invest in the best. Invest in your future.

OKI Europe Limited
Branch Office, Warsaw
80-82 Grzybowska St.
00-844 Warsaw
information on OKI printers and faxes
tel: +48-2-6615407
fax: +48-2-6615451

OKI

People to People Technology



Telecommunications



Information Processing



Electronic Devices

Mr Andrzej Kassenberg, an

But as national figures show, water pollution continues to worsen, and the problem of disposing of the cities' solid waste is increasing. Meanwhile, rural areas lag behind: only 5 per cent of households in villages have plumbing and 2 per cent sewage treatment, compared to around three-quarters of the

But the funds are handicapped by some companies' inability to pay. According to Ms Anna Zawiejka, deputy-director of the Katowice environment department, the coal mines are particular offenders. Nor can they afford to invest in water treatment plants to remove the salt.

Fuming chimneys at a metallurgical factory in Gherzow spew gases into the atmosphere.

She points out, too, that if a struggling industrial plant which has not paid its environmental charges is taken over "the buyer wants any liabilities to be cancelled".

The heart of the problem is the threat that environmental spending appears to pose to

jobs. Mr Jerzy Wertz, director of the environmental protection department in Krakow, estimates that 120,000 people are dependent on the Nowa Huta steelworks. "It is by far the most important employer in the region, he says.

Environmentalists and local

government officials say a growing awareness of that potential conflict, and growing worries about redundancy, have made people in the region ambivalent or even hostile to environmental improvement. According to Ms Zawiejska, "in 1989 Solidarity wanted the

Hopes for environmental improvement are pinned on a gradual increase in energy efficiency as more modern factories replace the old, and on better enforcement of regulations. Mr Jan Wrobel, a director at the national ministry of environmental protection, says he

Bronwen Maddox

were late calves, or limp", says

The foresters are sanguine, however. "We don't want mass tourism here", says Mr Krasinski. "Sure, money is a problem, but somehow we always manage."

Where the bison roam free

Two hours east from Warsaw, the road becomes entangled in the Biebrzy marshes - 100 kilometres of peat bog, the largest in Europe.

For years the region has been a twilight zone of half-forgotten villages connected by potholed roads. The ethnic and

But the undisputed pride of the forest is the bison, coaxed back from near extinction after the war, when only six were left alive. The forests, formerly hunting grounds for aristocrats, were protected as a nature reserve under communism.

Mr. Zbigniew Krasinski, head of bison research at the reserve, says: "We are looking for signs of problems because the genetic pool is so small, such as a drop in fertility or physical deformation. But so far we have found none."

Poaching is a concern - hunters do not attack the bison

directly, but their snares entangle the animals' muzzles and hooves.

But one of the reserve's most controversial tasks is keeping down the numbers - the bison, which mainly eat grass, also strip the bark from ash and oak.

bison as it can to other regions of Poland and abroad.

However, it still must shoot several dozen a year to keep the population stable. The staff "pick the ones with defects - those which are weaker, or

The foresters are sanguine, however. "We don't want mass tourism here", says Mr Krasinski. "Sure, money is a problem, but somehow we always manage."

**PRIMED
FOR
PROFIT**

Poland's GDP growth rate

PAIZ
your professional partner
in the fastest growing economy in Europe


Poland's GDP grew at a 4.5% annual rate in 1993, with industrial output up by more than 7% - the highest growth rate in Europe. This trend is expected to continue.

PAIZ's mission is to attract foreign investors to Poland, help them identify suitable options and provide assistance throughout the investment process.

The Agency:

- compiles all essential information related to the foreign investment process
- organizes and participates in fairs, meetings and seminars in Poland and abroad
- maintains and continues to develop a comprehensive contact network with all relevant central, regional and international organizations
- identifies and develops individual investment opportunities throughout Poland
- assists Polish authorities to improve laws relating to foreign investment

PAIZ - the Polish Agency for Foreign Investment
Aleja Róż 2
00-559 Warsaw, Poland
Tel: (+482) 621 62 61;
621 89 04, 621 06 23
Fax: (+482) 621 84 27
Satellite: (+4839) 12 04 44

 **PAIZ**
POLISH AGENCY FOR FOREIGN INVESTMENT

The PAIZ Information Centre offers a wide range of fact sheets and other publications. Information Centre staff answer enquiries, provide personal advice and help develop individual action plans. The action plans are further elaborated and implemented with the assistance of PAIZ Project Managers.

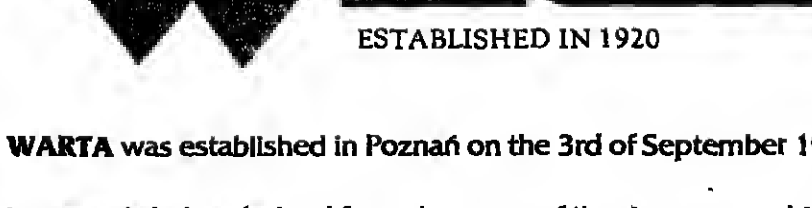
PAIZ Project Managers specialise in the following priority sectors:

- Food processing
- Mechanical and precision engineering
- Electrical and electronics industry
- Construction and civil engineering
- Automotive components
- Hotels and tourism

Individual investment projects in all other sectors are serviced by a General Project Manager.

WARTA

INSURANCE AND REINSURANCE COMPANY LIMITED



ESTABLISHED IN 1920

WARTA was established in Poznań on the 3rd of September 1920.

Its name is being derived from the name of the river upon which the city of Poznań is located. The founders of the company were Polish Fire Insurance of Poznań and the Poznań Voivodship Municipal Union. During over seventy years of activity on the domestic and international insurance markets **WARTA** has become part of the history of Polish and European Insurance. Thanks to long-lasting international cooperation, **WARTA** has gathered well - skilled staff. Knowledge of foreign languages is compulsory for the majority of **WARTA's** employees. Therefore our Company can offer the best quality service to our international clients when they decide to invest in Poland.

Since 1993 the majority of **WARTA's** shares have been held by private investors. It caused dynamic development of **WARTA**. In 1991 we had 10 branch offices. Now our Company has 25 branch offices and 25 filials all over the Poland.

WARTA Insurance and Reinsurance Company Limited has continued its service since 1920, offering the following classes of transacted insurance on terms and basis accepted worldwide:

- Marine /Cargo and Hull/**
- Credit**
- Liability**
- Aviation**
- Contractors and Erection Risks**
- Fire**
- Loss of Profit due to Interruption of Business Caused by Fire /offered to those who have purchased standard fire insurance cover/
- Motor**
- Travel**

WARTA is involved in a reinsurance, which provides protection of its own insurance portfolio, and it accepts business from foreign companies.

WARTA's portfolio reinsurance scheme relates mainly to Marine /cargo and hull/, Aviation, Contractors and Erection Risks, Credit and Fire Insurance.

WARTA operates through its Head Office in Warsaw, as well as branch offices in Poland's principal cities. International activities are carried out through a network of average and settling agents in 66 countries all over the world and representative offices in London and New Jersey.